

CITY OF MOUNTAIN VIEW
RESOLUTION NO. 18826
SERIES 2023

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW
AUTHORIZING THE CITY MANAGER OR DESIGNEE TO AMEND THE CLASSIFICATION AND
SALARY PLANS FOR REGULAR AND HOURLY EMPLOYEES FOR FISCAL YEAR 2023-24

WHEREAS, resolutions for employee compensation for the period including July 1, 2022 through June 30, 2024 were reviewed by the Mountain View City Council in Item 6.1 on the June 28, 2022 agenda; and

WHEREAS, there is a need to establish new classifications, reclassify existing classifications, remove existing classifications; and make title changes; and

WHEREAS, the City Manager has recommended these classification changes as part of the Fiscal Year 2023-24 Budget; and

WHEREAS, as established by the electorate on November 4, 2014 and outlined in the City of Mountain View Charter, Part 1, Article V, Section 503, the City Council shall receive automatic adjustments based on the lesser of the San Francisco Bay Area Consumer Price Index (CPI) for urban wage earners or the average cost-of-living adjustment granted to the miscellaneous City employee bargaining groups and not to exceed five percent (5%) per year; and

WHEREAS, the automatic annual adjustment, effective June 25, 2023, is four percent (4%); and

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

RESOLVED: that the City Council of the City of Mountain View approves the salary plan documents listed as Exhibits A, B, and C for regular and hourly employees, and as follows, and included in the Fiscal Year 2023-24 Budget effective the pay period including July 1, 2023, unless otherwise noted:

NEW CLASSIFICATIONS

New Classifications for Salary Plan for Regular Employees:

1. Community Outreach Specialist
2. Community Services Project Administrator

3. Housing Director
4. Lead Security Services Guard
5. Paralegal
6. Senior Outreach Coordinator
7. Senior Permit Technician

REMOVE ELIMINATED CLASSIFICATIONS

Eliminated Classifications for Salary Plan for Regular Employees:

1. Community Outreach Coordinator

TITLE CHANGES

Title Changes for Salary Plan for Regular Employees:

1. Business Development Specialist to Economic Development Strategist
2. Digital Engagement and Marketing Strategist to Deputy Communications Officer
3. Library Assistant III to Senior Library Assistant
4. Forestry and Roadway Manager to Urban Forest Manager
5. Forestry Supervisor/Arborist to Urban Forest Supervisor
6. Forestry Coordinator to Urban Forest Coordinator

The foregoing resolution was regularly introduced and adopted at a Regular Meeting of the City Council of the City of Mountain View, duly held on the 27th day of June 2023, by the following vote:

AYES: Councilmembers Abe-Koga, Kamei, Matichak, Ramirez, Ramos, Vice Mayor Showalter, and Mayor Hicks

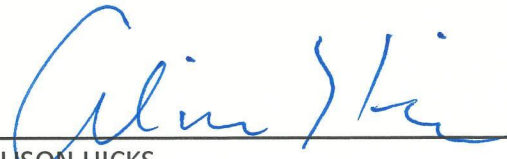
NOES: None

ABSENT: None

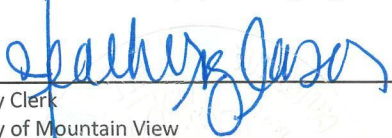
ATTEST:

APPROVED:


HEATHER GLASER
CITY CLERK


ALISON HICKS
MAYOR

Pursuant to Mountain View Charter § 709(b), I do hereby certify that the foregoing is an original or a correct copy of the Resolution passed and adopted by the City Council of the City of Mountain View at a Regular Meeting held on the 27th day of June 2023, by the foregoing vote.


City Clerk
City of Mountain View

EY-AT-GZ/6/RESO
575-06-27-23r

- Exhibits: A. Fiscal Year 2022-23 Salary Plan, Revision 3
- B. Fiscal Year 2023-24 Salary Plan for Regular Employees and Elected Officials
- C. Fiscal Year 2023-24 Salary Plan for Hourly Employees

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2022-23

Revision No. 3

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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		08 C	5	FL							2,462.36	2,583.51	2,714.82	2,849.45	2,992.54	SEIU
ACCOUNT CLERK I - CONF		08	5	FL							2,462.36	2,583.51	2,714.82	2,849.45	2,992.54	MISC
ACCOUNT CLERK II		12 C	5	FL							2,714.82	2,851.14	2,995.86	3,145.65	3,302.20	SEIU
ACCOUNT CLERK II-CONF.		12	5	FL							2,714.80	2,851.13	2,995.86	3,145.65	3,302.20	MISC
ACCOUNTANT I		23 A	2	P	3,683.31	4,333.30	4,983.30									EGLE
ACCOUNTANT II		27	2	P	4,065.81	4,783.31	5,500.81									EGLE
ACCOUNTING MANAGER	E	40	2	M	5,275.48	6,594.35	7,913.22									MISC
ACCOUNTING TECHNICIAN		16 C	2	FL							2,998.33	3,149.40	3,307.03	3,472.90	3,645.31	SEIU
ADMINISTRATIVE AIDE		19	2	P	3,337.17	3,926.08	4,514.99									EGLE
ADMINISTRATIVE ASSISTANT		11 C	5	FL							2,648.60	2,781.60	2,922.79	3,068.93	3,221.66	SEIU
ADMINISTRATIVE ASSISTANT -CONF		11	5	FL							2,648.60	2,781.60	2,922.79	3,068.93	3,221.66	MISC
ADVANCED PLANNING MANAGER	E	41	2	M	5,406.99	6,758.74	8,110.49									EGLE
ANALYST I		23 A	2	P	3,683.31	4,333.30	4,983.30									EGLE
ANALYST I-CONF		23	2	P	3,683.31	4,333.30	4,983.30									MISC
ANALYST II		27	2	P	4,065.81	4,783.31	5,500.81									EGLE
ANALYST II-CONF		27	2	P	4,065.81	4,783.31	5,500.81									MISC
ASSISTANT BUILDING INSPECTOR		23	3	FL							3,564.86	3,743.82	3,931.00	4,128.06	4,333.30	SEIU
ASSISTANT BUYER		20	2	FL							3,309.53	3,475.35	3,649.37	3,831.60	4,023.66	EGLE
ASSISTANT CITY ATTORNEY	E	47	2	M	6,271.23	7,839.04	9,406.85									MISC
ASSISTANT CITY CLERK		27	2	P	4,065.81	4,783.31	5,500.81									EGLE
ASSISTANT CITY MANAGER	E	1		DH				8,745.20	10,931.50	12,024.65						ESMS
ASSISTANT COMM. SVCS. DIRECTOR	E	46	3	M	6,117.42	7,646.77	9,176.12									EGLE
ASSISTANT ENGINEER (CIVIL)		32	3	P	4,599.22	5,410.85	6,222.48									EGLE
ASSISTANT IT DIRECTOR	E	46	2	M	6,117.42	7,646.77	9,176.12									EGLE
ASSISTANT LIBRARY DIRECTOR		46	4	M	6,117.42	7,646.77	9,176.12									EGLE
ASSISTANT PLANNER		25	2	P	3,869.44	4,552.28	5,235.12									EGLE
ASSISTANT PROJECT MANAGER	E	32	2	M	4,328.68	5,410.85	6,493.02									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	51	3	M	6,921.09	8,651.36	10,381.63									EGLE
ASSISTANT TO THE CITY MANAGER	E	26 A	II	M	5,154.64	6,443.30	7,731.96									MISC
ASSOCIATE ENGINEER (CIVIL)		36	3	P	5,077.84	5,973.93	6,870.02									EGLE
ASSOCIATE PLANNER		29	2	P	4,271.34	5,025.10	5,778.87									EGLE
ASST COMMUNITY DEVELOPMENT DIR	E	46	2	M	6,117.42	7,646.77	9,176.12									EGLE
ASST FINANCE & ADM SVCS DIR	E	48	2	M	6,427.57	8,034.46	9,641.35									MISC
BATTALION CHIEF	E	4	VIII	M	7,396.22	9,245.28	11,094.34									FMGR
BATTALION CHIEF-TIER 2	E	4	VIII	M	7,396.22	9,245.28	10,317.73									FMGR
BUILDING INSPECTOR I		25	3	FL							3,745.48	3,932.67	4,129.68	4,336.58	4,553.32	SEIU
BUILDING INSPECTOR II		29	3	FL							4,134.63	4,341.55	4,558.24	4,786.51	5,024.60	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33	2	M	4,437.70	5,547.12	6,656.54									EGLE

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2022-23

Effective April 30, 2023

Revision No. 3

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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*									
BUYER		24	2	FL							3,653.35	3,836.02	4,027.80	4,229.19	4,440.64	EGLE
CHIEF BLDG OFFICIAL	E	44	3	M	5,822.10	7,277.62	8,733.14									EGLE
CHIEF COMMUNICATIONS OFFICER	E	46	2	M	6,118.85	7,648.56	9,178.27									MISC
CHIEF SUSTAIN & RSLNCE OFFICER	E	46	2	M	6,117.42	7,646.77	9,176.12									EGLE
CIO/INFORMATION TECHNOLOGY DIR	E	0		DH				8,248.67	10,310.84	11,341.92						ESMS
CITY ATTORNEY	E	0		DH		11,832.69										CA
CITY CLERK	E	0		DH		7,487.29										CC
CITY MANAGER	E	0		DH		14,336.91										CM
CODE ENFORCEMENT OFFICER I		23	3	FL							3,564.86	3,743.82	3,931.00	4,128.06	4,333.30	SEIU
CODE ENFORCEMENT OFFICER II		27	3	FL							3,935.96	4,131.33	4,338.26	4,554.96	4,783.22	SEIU
COMMUNICATION COORDINATOR		31	2	P	4,488.64	5,280.75	6,072.86									EGLE
COMMUNITY OUTREACH COORD		16	4	P	3,097.77	3,644.44	4,191.11									EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				8,248.67	10,310.84	11,341.92						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							3,269.13	3,433.80	3,603.83	3,781.16	3,967.52	NPOA
COPY CENTER TECHNICIAN		10	5	FL							2,585.57	2,715.28	2,851.54	2,992.71	3,143.76	EGLE
CRIME ANALYST		27	2	P	4,065.81	4,783.31	5,500.81									EGLE
COUNCILMEMBER				COUNCIL		577.49										COUN
CROSS CONNECTION CONTROL SPEC		19	M 6	FL							3,210.15	3,371.08	3,540.21	3,717.57	3,903.05	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	C 5	FL							2,284.05	2,397.35	2,517.23	2,643.66	2,775.03	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	48	3	M	6,433.27	8,041.59	9,649.91									EGLE
DEPUTY BUILDING OFFICIAL	E	36	2	M	4,779.14	5,973.93	7,168.72									EGLE
DEPUTY CITY ATTORNEY	E	37	2	M	4,898.50	6,123.12	7,347.74									MISC
DEPUTY CITY CLERK		22	2	P	3,593.15	4,227.23	4,861.31									EGLE
DEPUTY CITY MANAGER	E	46	2	M	6,118.85	7,648.56	9,178.27									MISC
DEPUTY FIRE CHIEF	E	7	VIII	M	7,960.19	9,950.24	11,940.29									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							5,955.26	6,253.70	6,566.18	6,894.70	7,239.25	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A VIII	FL							6,046.11	6,344.54	6,657.02	6,985.54	7,330.09	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B VIII	FL							6,123.98	6,422.41	6,734.89	7,063.41	7,407.96	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C VIII	FL							6,162.91	6,461.35	6,773.83	7,102.35	7,446.90	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D VIII	FL							6,183.68	6,482.11	6,794.60	7,123.12	7,467.66	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E VIII	FL							6,266.73	6,565.17	6,877.65	7,206.16	7,550.72	MVFF
DEPUTY ZONING ADMINISTRATOR	E	36	2	M	4,779.14	5,973.93	7,168.72									EGLE
DEV SRVCS COORD		33	C 3	P	4,710.58	5,541.86	6,373.14									SEIU
DIGITAL ENGAGMNT MRKTNG STRTGS	E	34	2	M	4,549.09	5,686.36	6,823.63									MISC
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2,585.57	2,715.28	2,851.54	2,992.71	3,143.76	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2,853.14	2,996.03	3,147.02	3,302.97	3,468.81	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							3,150.29	3,307.92	3,473.75	3,647.73	3,829.97	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3,594.00	4,228.24	4,862.48									MISC

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2022-23
 Revision No. 3

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
					Min	Ctrl. Pt.	Max*	Min	Std.	Max**						
ECONOMIC VITALITY MANAGER	E	43	2	M	5,680.09	7,100.11	8,520.13								EGLE	
EMERGENCY COMMUNICATIONS MGR		39	2	M	5,145.57	6,431.96	7,718.35								EGLE	
ENGINEERING ASSISTANT I		16	3	FL											SEIU	
ENGINEERING ASSISTANT II		20 C	3	FL											SEIU	
ENGINEERING ASSISTANT III		24 C	3	FL											SEIU	
ENVIR & SAFETY PROTECTION INSP	E	14	III	P	3,921.98	4,614.09	5,306.20								SEIU	
ENVIRONMENTAL SAFETY COORD.		33 C	3	P	4,710.58	5,541.86	6,373.14								SEIU	
EQUIPMENT MAINT. SUPERVISOR		19 B	III	P	4,399.69	5,176.10	5,952.52								EGLE	
EQUIPMENT MECHANIC I		16 M	6	FL											SEIU	
EQUIPMENT MECHANIC II		20 M	6	FL											SEIU	
EQUIPMENT MECHANIC III		24 M	6	FL											SEIU	
EQUIPMENT SERVICE WORKER		10 M	6	FL											SEIU	
EXECUTIVE ASSISTANT		18 C	2	P	3,256.24	3,830.87	4,405.50								SEIU	
EXECUTIVE ASST. TO THE CA		22	2	P	3,594.00	4,228.24	4,862.48								MISC	
EXECUTIVE ASST. TO THE CM		22	2	P	3,594.00	4,228.24	4,862.48								MISC	
FACILITIES CONTRACT COORDINATR		26	2	P	3,965.73	4,665.56	5,365.39								EGLE	
FACILITIES MAINT. SUPERVISOR		19 B	III	P	4,399.69	5,176.10	5,952.52								EGLE	
FACILITIES MAINTENANCE I		12 M	6	FL											SEIU	
FACILITIES MAINTENANCE II		16 M	6	FL											SEIU	
FACILITIES MAINTENANCE III		20 M	6	FL											SEIU	
FACILITIES PROJECT MANAGER	E	36	2	M	4,779.14	5,973.93	7,168.72								EGLE	
FINANCE AND ADMIN SVCS DIR	E	0		DH				8,248.67	10,310.84	11,341.92					ESMS	
FINANCIAL ANALYST I		23	2	P	3,670.03	4,317.68	4,965.33								EGLE	
FINANCIAL ANALYST I - CONF		23	2	P	3,683.31	4,333.30	4,983.30								MISC	
FINANCIAL ANALYST II		27	2	P	4,065.81	4,783.31	5,500.81								EGLE	
FINANCIAL ANALYST II - CONF		27	2	P	4,065.81	4,783.31	5,500.81								MISC	
FIRE CAPTAIN		12	VIII	FL											MVFF	
FIRE CAPTAIN/HAZ MAT		15	VIII	FL											MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15 A	VIII	FL											MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15 B	VIII	FL											MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15 C	VIII	FL											MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15 D	VIII	FL											MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15 E	VIII	FL											MVFF	
FIRE CAPTAIN-LEVEL 1		12 A	VIII	FL											MVFF	
FIRE CAPTAIN-LEVEL 2		12 B	VIII	FL											MVFF	
FIRE CAPTAIN-LEVEL 3		12 C	VIII	FL											MVFF	
FIRE CAPTAIN-LEVEL 4		12 D	VIII	FL											MVFF	
FIRE CAPTAIN-LEVEL 5		12 E	VIII	FL											MVFF	

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2022-23

Effective April 30, 2023

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Position	FL-SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY											Barg. Unit
					Control Point			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
FIRE CHIEF	E	1		DH				9,866.42	12,333.03	13,566.33						DHFI
FIRE ENGINEER		6	VIII	FL							5,095.99	5,349.67	5,618.52	5,898.90	6,194.56	MVFF
FIRE ENGINEER/HAZ MAT		9	VIII	FL							5,350.79	5,617.08	5,899.45	6,193.82	6,504.26	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9 A	VIII	FL							5,441.64	5,707.93	5,990.29	6,284.67	6,595.10	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2		9 B	VIII	FL							5,519.50	5,785.79	6,068.16	6,362.54	6,672.97	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3		9 C	VIII	FL							5,558.45	5,824.74	6,107.10	6,401.48	6,711.92	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4		9 D	VIII	FL							5,579.20	5,845.50	6,127.86	6,422.25	6,732.68	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5		9 E	VIII	FL							5,662.26	5,928.55	6,210.92	6,505.30	6,815.73	MVFF
FIRE ENGINEER/PARAMEDIC		11	VIII	FL							5,656.70	5,940.88	6,236.49	6,549.27	6,877.32	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 1		11 A	VIII	FL							5,747.54	6,031.72	6,327.33	6,640.12	6,968.17	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 2		11 B	VIII	FL							5,825.41	6,109.59	6,405.20	6,717.98	7,046.04	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 3		11 C	VIII	FL							5,864.34	6,148.53	6,444.13	6,756.93	7,084.97	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 4		11 D	VIII	FL							5,885.11	6,169.29	6,464.89	6,777.70	7,105.74	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 5		11 E	VIII	FL							5,968.17	6,252.34	6,547.96	6,860.74	7,188.79	MVFF
FIRE ENGINEER/PMEDIC/HM		8	VIII	FL							5,940.90	6,237.94	6,549.84	6,877.32	7,221.20	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		8 A	VIII	FL							6,031.75	6,328.79	6,640.68	6,968.17	7,312.04	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2		8 B	VIII	FL							6,109.61	6,406.66	6,718.55	7,046.04	7,389.91	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3		8 C	VIII	FL							6,148.55	6,445.60	6,757.50	7,084.97	7,428.84	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		8 D	VIII	FL							6,169.31	6,466.35	6,778.25	7,105.74	7,449.61	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		8 E	VIII	FL							6,252.36	6,549.42	6,861.31	7,188.79	7,532.67	MVFF
FIRE ENGINEER-LEVEL 1		6 A	VIII	FL							5,186.83	5,440.51	5,709.36	5,989.75	6,285.40	MVFF
FIRE ENGINEER-LEVEL 2		6 B	VIII	FL							5,264.70	5,518.38	5,787.23	6,067.61	6,363.27	MVFF
FIRE ENGINEER-LEVEL 3		6 C	VIII	FL							5,303.63	5,557.32	5,826.18	6,106.56	6,402.21	MVFF
FIRE ENGINEER-LEVEL 4		6 D	VIII	FL							5,324.39	5,578.07	5,846.95	6,127.33	6,422.98	MVFF
FIRE ENGINEER-LEVEL 5		6 E	VIII	FL							5,407.46	5,661.14	5,929.99	6,210.37	6,506.02	MVFF
FIRE MARSHAL NON-SAFETY	E	51	VIII	M	6,921.09	8,651.36	10,381.63									EGLE
FIRE PREVENTION OFFICER I		1	VIII	FL							4,514.30	4,741.24	4,977.76	5,225.70	5,486.96	MVFF
FIRE PREVENTION OFFICER II		3	VIII	FL							4,737.46	4,973.92	5,223.78	5,483.15	5,757.76	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL							5,507.93	5,782.59	6,072.51	6,375.70	6,694.22	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	5,406.99	6,758.74	8,110.49									EGLE
FIREFIGHTER		2	VIII	FL							4,643.97	4,876.65	5,120.78	5,376.36	5,645.27	MVFF
FIREFIGHTER LEVEL 1		2 A	VIII	FL							4,734.83	4,967.50	5,211.62	5,467.20	5,736.12	MVFF
FIREFIGHTER LEVEL 2		2 B	VIII	FL							4,812.69	5,045.37	5,289.49	5,545.07	5,813.99	MVFF
FIREFIGHTER LEVEL 3		2 C	VIII	FL							4,851.63	5,084.30	5,328.44	5,584.00	5,852.93	MVFF
FIREFIGHTER LEVEL 4		2 D	VIII	FL							4,872.40	5,105.07	5,349.18	5,604.76	5,873.69	MVFF
FIREFIGHTER LEVEL 5		2 E	VIII	FL							4,955.44	5,188.12	5,432.25	5,687.83	5,956.74	MVFF
FIREFIGHTER/HAZ MAT		5	VIII	FL							4,876.19	5,120.47	5,376.82	5,645.13	5,927.53	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5 A	VIII	FL							4,967.04	5,211.32	5,467.66	5,735.97	6,018.38	MVFF

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FIREFIGHTER/HAZ MAT-LVL 2		5 B	VIII	FL							5,044.90	5,289.19	5,545.53	5,813.84	6,096.25	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5 C	VIII	FL							5,083.85	5,328.12	5,584.47	5,852.77	6,135.19	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5 D	VIII	FL							5,104.62	5,348.88	5,605.23	5,873.54	6,155.94	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5 E	VIII	FL							5,187.66	5,431.94	5,688.28	5,956.60	6,239.01	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL							5,410.84	5,681.19	5,965.53	6,263.98	6,576.38	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4 A	VIII	FL							5,501.68	5,772.04	6,056.38	6,354.83	6,667.23	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4 B	VIII	FL							5,579.55	5,849.91	6,134.25	6,432.70	6,745.10	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4 C	VIII	FL							5,618.49	5,888.85	6,173.19	6,471.63	6,784.03	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4 D	VIII	FL							5,639.26	5,909.61	6,193.96	6,492.39	6,804.80	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4 E	VIII	FL							5,722.30	5,992.66	6,277.00	6,575.45	6,887.84	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL							5,153.22	5,410.68	5,681.49	5,965.69	6,263.22	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7 A	VIII	FL							5,244.08	5,501.53	5,772.33	6,056.54	6,354.06	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7 B	VIII	FL							5,321.94	5,579.40	5,850.20	6,134.40	6,431.93	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7 C	VIII	FL							5,360.88	5,618.34	5,889.15	6,173.34	6,470.87	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7 D	VIII	FL							5,381.64	5,639.09	5,909.90	6,194.11	6,491.62	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7 E	VIII	FL							5,464.69	5,722.15	5,992.96	6,277.16	6,574.69	MVFF
FLEET AND FACILITIES MANAGER	E	25 B	III	M	5,148.18	6,435.23	7,722.28									EGLE
FORESTRY & ROADWAY MANAGER	E	38	2	M	5,020.82	6,276.02	7,531.22									EGLE
FORESTRY COORDINATOR		16	2	P	3,097.77	3,644.44	4,191.11									EGLE
HAZ MAT INSPECTOR NON SAFETY		30	VIII	P	4,377.36	5,149.83	5,922.30									EGLE
HAZARDOUS MAT SPEC NON SAFETY		40 A	VIII	P	5,621.96	6,614.07	7,606.18									EGLE
HEAVY EQUIPMENT OPERATOR		18 M	6	FL							3,132.95	3,288.99	3,453.20	3,625.58	3,807.88	SEIU
HEAVY EQUIPMENT SPECIALIST		20 M	6	FL							3,290.62	3,454.80	3,628.88	3,809.48	3,999.99	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	43	2	M	5,680.09	7,100.11	8,520.13									EGLE
HOUSING OFFICER	E	32	2	M	4,328.68	5,410.85	6,493.02									EGLE
HOUSING SPECIALIST I		24	2	P	3,774.54	4,440.64	5,106.74									EGLE
HOUSING SPECIALIST II		28	2	P	4,166.67	4,901.96	5,637.25									EGLE
HUMAN RESOURCES ANALYST I		23	2	P	3,683.31	4,333.30	4,983.30									MISC
HUMAN RESOURCES ANALYST II		27	2	P	4,065.81	4,783.31	5,500.81									MISC
HUMAN RESOURCES DIRECTOR	E	0		DH				8,248.67	10,310.84	11,341.92						ESMS
HUMAN RESOURCES MANAGER	E	42	2	M	5,543.49	6,929.36	8,315.23									MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	3,420.91	4,024.60	4,628.29									MISC
HUMAN SERVICES MANAGER	E	34	2	M	4,548.03	5,685.04	6,822.05									EGLE
INFORMATION TECHNOLOGY MANAGER	E	42	2	M	5,542.18	6,927.73	8,313.28									EGLE
IT ANALYST I		27	2	P	4,065.81	4,783.31	5,500.81									EGLE
IT ANALYST II	E	31	2	M	4,224.60	5,280.75	6,336.90									EGLE
IT APPLICATIONS MANAGER	E	39 A	2	M	5,146.75	6,433.44	7,720.13									EGLE
IT DESKTOP TECHNICIAN I		13	2	P	2,876.36	3,383.95	3,891.54									EGLE

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
IT DESKTOP TECHNICIAN II		17	2	P	3,175.98	3,736.45	4,296.92									EGLE
IT OPERATIONS MANAGER	E	39 A	2	M	5,146.75	6,433.44	7,720.13									EGLE
JUNIOR ENGINEER (CIVIL)		28	3	P	4,166.67	4,901.96	5,637.25									EGLE
JUNIOR PLANNER		21	2	P	3,506.06	4,124.78	4,743.50									EGLE
LEAD POLICE RECORDS SPECIALIST		3	V	FL						3,583.99	3,761.26	3,949.39	4,144.81	4,352.83		NPOA
LEAD PUBLIC SAFETY DISPATCHER		18 A	II	P	4,468.20	5,256.70	6,045.21									SEIU
LEGAL SECRETARY		18 A	2	P	3,256.24	3,830.87	4,405.50									MISC
LIBRARIAN I		15	4	P	3,022.41	3,555.78	4,089.15									EGLE
LIBRARIAN II		19	4	P	3,337.17	3,926.08	4,514.99									EGLE
LIBRARY ASSISTANT I		6	4	FL						2,342.62	2,459.19	2,582.29	2,711.98	2,848.24		EGLE
LIBRARY ASSISTANT II		10	4	FL						2,585.57	2,715.28	2,851.54	2,992.71	3,143.76		EGLE
LIBRARY ASSISTANT III		14 A	4	FL						2,854.80	2,997.63	3,147.02	3,306.27	3,468.81		EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22	4	P	3,593.15	4,227.23	4,861.31									EGLE
LIBRARY DIRECTOR	E	0		DH				8,248.67	10,310.84	11,341.92						ESMS
LIBRARY MANAGER	E	35	4	M	4,661.97	5,827.46	6,992.95									EGLE
LIBRARY TECHNICIAN		1	4	FL						2,070.11	2,173.52	2,283.54	2,396.80	2,516.64		EGLE
MANAGEMENT FELLOW		18	2	P	3,255.47	3,829.97	4,404.47									EGLE
MAYOR				COUNCIL		721.90										COUN
NETWORK ARCHITECT		39 A	2	M	5,146.75	6,433.44	7,720.13									EGLE
OFFICE ASSISTANT		7 C	5	FL						2,402.30	2,520.50	2,648.60	2,779.95	2,919.55		SEIU
OFFICE ASSISTANT-CONF		7 A	5	FL						2,402.30	2,520.50	2,648.60	2,779.95	2,919.55		MISC
OFFICE OF EMER SVCS COORD.		40 A	VIII	P	5,621.96	6,614.07	7,606.18									EGLE
PARKS & OPEN SPACE MANAGER	E	38	2	M	5,020.82	6,276.02	7,531.22									EGLE
PARKS & OPEN SPACE WORKER I		3 M	6	FL						2,169.62	2,279.00	2,390.06	2,507.74	2,633.67		SEIU
PARKS & OPEN SPACE WORKER II		7 M	6	FL						2,391.70	2,512.71	2,635.35	2,766.29	2,902.24		SEIU
PARKS MAINTENANCE WORKER I		10 M	6	FL						2,571.41	2,699.49	2,834.16	2,976.99	3,124.76		SEIU
PARKS MAINTENANCE WORKER II		14 M	6	FL						2,837.42	2,980.29	3,128.06	3,285.69	3,449.89		SEIU
PARKS MAINTENANCE WORKER III		18 M	6	FL						3,132.95	3,288.99	3,453.20	3,625.58	3,807.88		SEIU
PARKS SUPERVISOR		19 B	III	P	4,399.69	5,176.10	5,952.52									EGLE
PAYROLL ACCOUNTANT I		25	2	P	3,870.32	4,553.32	5,236.32									MISC
PAYROLL ACCOUNTANT II		29	2	P	4,272.32	5,026.26	5,780.20									MISC
PAYROLL TECHNICIAN		18	2	P	3,256.24	3,830.87	4,405.50									MISC
PERFORMING ARTS ASSISTANT		11 A	4	FL						2,651.25	2,782.62	2,922.12	3,068.22	3,222.58		EGLE
PERFORMING ARTS COORDINATOR		20	4	P	3,420.11	4,023.66	4,627.21									EGLE
PERFORMING ARTS MANAGER	E	38	2	M	5,020.82	6,276.02	7,531.22									EGLE
PERFORMING ARTS SUPERVISOR	E	26	4	M	3,732.45	4,665.56	5,598.67									EGLE
PERMIT TECHNICIAN		18 C	3	FL						3,152.68	3,310.31	3,474.52	3,648.57	3,830.87		SEIU
PLAN CHECK ENGINEER	E	34	2	M	4,548.03	5,685.04	6,822.05									EGLE

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PLAN CHECK EXAMINER		30	3	P	4,377.36	5,149.83	5,922.30									EGLE
PLANNING BOARD CLERK		18 C	2	P	3,256.24	3,830.87	4,405.50									SEIU
POLICE ASSISTANT III-UNIFORMED		10 A	5	FL						2,638.67	2,769.60	2,907.18	3,049.72	3,202.26		NPOA
POLICE ASSISTANT II-UNIFORMED		6 A	5	FL						2,391.70	2,512.71	2,635.35	2,766.29	2,902.24		NPOA
POLICE ASSISTANT I-UNIFORMED		2 C	5	FL						2,169.62	2,279.00	2,390.06	2,507.74	2,633.67		NPOA
POLICE CAPTAIN	E	2	VII	M	8,027.20	10,034.00	12,040.80									PMGR
POLICE CAPTAIN-TIER 2	E	2	VII	M	8,027.20	10,034.00	10,957.13									PMGR
POLICE CHIEF	E	1		DH				9,866.42	12,333.03	13,566.33						DHPO
POLICE LIEUTENANT	E	1	VII	M	6,980.50	8,725.62	10,470.74									PMGR
POLICE LIEUTENANT-TIER 2	E	1	VII	M	6,980.50	8,725.62	9,737.79									PMGR
POLICE MEDIA/COMM REL COORD		31	2	P	4,488.64	5,280.75	6,072.86									EGLE
POLICE OFFICER		1	VII	FL						4,846.16	5,086.42	5,342.65	5,606.84	5,884.92		POA
POLICE OFFICER TRAINEE		5	V	FL						4,462.68						NPOA
POLICE RECORDS SPECIALIST		1	V	FL						3,204.05	3,361.42	3,529.68	3,703.38	3,887.93		NPOA
POLICE RECORDS SUPERVISOR		26	2	P	4,027.90	4,738.70	5,449.51									NPOA
POLICE SERGEANT		3	VII	FL						5,882.91	6,174.88	6,482.73	6,806.48	7,144.11		POA
POSTCLOSURE ENV SYSTEMS SPEC		26 M	6	FL						3,816.06	4,008.18	4,208.53	4,418.66	4,638.74		SEIU
POSTCLOSURE ENV SYSTEMS TECH		18 M	6	FL						3,132.95	3,288.99	3,453.20	3,625.58	3,807.88		SEIU
POSTCLOSURE SUPERVISOR		19 B	III	P	4,399.69	5,176.10	5,952.52									EGLE
PRINCIPAL CIVIL ENGINEER	E	44	3	M	5,822.10	7,277.62	8,733.14									EGLE
PRINCIPAL FINANCIAL ANALYST	E	35	2	M	4,663.06	5,828.83	6,994.60									MISC
PRINCIPAL IT ANALYST	E	37	2	M	4,897.36	6,121.70	7,346.04									EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34	2	M	4,549.09	5,686.36	6,823.63									MISC
PRINCIPAL PLANNER	E	36	2	M	4,779.14	5,973.93	7,168.72									EGLE
PRINCIPAL PROJECT MANAGER	E	44	3	M	5,822.10	7,277.62	8,733.14									EGLE
PROGRAM ASSISTANT		16 C	5	FL						2,998.33	3,149.40	3,307.03	3,472.90	3,645.31		SEIU
PROJECT MANAGER	E	36	2	M	4,779.14	5,973.93	7,168.72									EGLE
PROPERTY & EVIDENCE SPECIALIST		2 A	V	P	3,541.00	4,165.88	4,790.76									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	3,869.44	4,552.28	5,235.12									EGLE
PUBLIC SAFETY DISP COORDINATOR		33 C	3	P	4,710.58	5,541.86	6,373.14									SEIU
PUBLIC SAFETY DISPATCHER I		12 A	II	FL						3,651.25	3,832.91	4,025.69	4,225.83	4,437.13		SEIU
PUBLIC SAFETY DISPATCHER II		15 A	II	FL						4,071.99	4,275.88	4,489.00	4,713.27	4,948.68		SEIU
PUBLIC SAFETY DISPATCHER III		16 A	III	FL						4,478.43	4,702.34	4,937.46	5,184.32	5,443.54		SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39	2	M	5,145.57	6,431.96	7,718.35									EGLE
PUBLIC SERVICES TECHNICIAN		10 M	6	FL						2,571.41	2,699.49	2,834.16	2,976.99	3,124.76		SEIU
PUBLIC SERVICES TRAINEE		10 M	6	FL						2,571.41	2,699.49	2,834.16	2,976.99	3,124.76		SEIU
PUBLIC WORKS DIRECTOR	E	0		DH				8,248.67	10,310.84	11,341.92						ESMS
PUBLIC WORKS INSPECTOR I		25	3	FL						3,745.48	3,932.67	4,129.68	4,336.58	4,553.32		SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PUBLIC WORKS INSPECTOR II		29	3	FL							4,134.63	4,341.55	4,558.24	4,786.51	5,024.60	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2	M	5,406.99	6,758.74	8,110.49									EGLE
REAL PROPERTY PROGRAM ADMIN.	E	38	3	M	5,020.82	6,276.02	7,531.22									EGLE
RECREATION COORDINATOR		16	4	P	3,097.77	3,644.44	4,191.11									EGLE
RECREATION LEADER II		2	A IV	FL							1,718.82	1,804.18	1,894.43	1,989.70	2,088.17	EGLE
RECREATION MANAGER	E	38	2	M	5,020.82	6,276.02	7,531.22									EGLE
RECREATION SPECIALIST		7	B IV	FL							2,193.24	2,303.23	2,418.15	2,538.00	2,666.03	EGLE
RECREATION SUPERVISOR	E	30	4	M	4,119.86	5,149.83	6,179.80									EGLE
RISK MANAGER	E	40	2	M	5,274.26	6,592.82	7,911.38									EGLE
SAFETY & TRAINING ADMINISTRATR		19	B III	P	4,399.69	5,176.10	5,952.52									EGLE
SENIOR ACCOUNTANT	E	31	2	M	4,224.60	5,280.75	6,336.90									EGLE
SENIOR ADMINISTRATIVE ASSIST		15	C 5	FL							2,926.09	3,073.86	3,226.59	3,387.52	3,556.62	SEIU
SENIOR ASSISTANT CITY ATTORNEY	E	51	2	M	6,921.08	8,651.35	10,381.62									MISC
SENIOR BUILDING INSPECTOR		33	C 3	P	4,710.58	5,541.86	6,373.14									SEIU
SENIOR CIVIL ENGINEER	E	40	3	M	5,274.26	6,592.82	7,911.38									EGLE
SENIOR CODE ENF OFFICER		29	3	P	4,270.91	5,024.60	5,778.29									SEIU
SENIOR DEPUTY CITY ATTORNEY	E	41	2	M	5,407.40	6,759.25	8,111.10									MISC
SENIOR FINANCIAL ANALYST-CONF	E	31	2	M	4,224.60	5,280.75	6,336.90									MISC
SENIOR HAZ MAT SPECIALIST - NS		42	A VIII	P	5,906.57	6,948.91	7,991.25									EGLE
SENIOR HOUSING OFFICER	E	34	2	M	4,548.03	5,685.04	6,822.05									EGLE
SENIOR IT ANALYST	E	35	2	M	4,661.97	5,827.46	6,992.95									EGLE
SENIOR IT DESKTOP TECHNICIAN		21	2	P	3,506.06	4,124.78	4,743.50									EGLE
SENIOR LIBRARIAN		23	4	P	3,670.03	4,317.68	4,965.33									EGLE
SENIOR MANAGEMENT ANALYST	E	31	2	M	4,224.60	5,280.75	6,336.90									EGLE
SENIOR MANAGEMENT ANALYST-CONF	E	31	2	M	4,224.60	5,280.75	6,336.90									MISC
SENIOR PAYROLL ACCOUNTANT	E	33	2	M	4,438.74	5,548.42	6,658.10									MISC
SENIOR PLANNER	E	33	2	M	4,437.70	5,547.12	6,656.54									EGLE
SENIOR PROJECT MANAGER	E	40	2	M	5,274.26	6,592.82	7,911.38									EGLE
SENIOR PUBLIC WORKS INSPECTOR		33	C 3	P	4,710.58	5,541.86	6,373.14									SEIU
SENIOR RECREATION COORDINATOR		20	4	P	3,420.11	4,023.66	4,627.21									EGLE
SENIOR STAGEHAND		3	4	FL							2,175.19	2,283.54	2,398.44	2,518.30	2,644.68	EGLE
SENIOR SYSTEMS SPECIALIST	E	37	2	M	4,897.36	6,121.70	7,346.04									EGLE
SENIOR TICKET SERVICES REP		1	4	FL							2,070.11	2,173.52	2,283.54	2,396.80	2,516.64	EGLE
SENIOR UTILITIES SYS TECH.		23	M 6	FL							3,544.54	3,721.30	3,908.08	4,103.34	4,308.68	SEIU
SENIOR WATER SYSTEM OPERATOR		26	M 6	FL							3,816.06	4,008.18	4,208.53	4,418.66	4,638.74	SEIU
SHORELINE MANAGER	E	38	2	M	5,020.82	6,276.02	7,531.22									EGLE
SOLID WASTE PROGRAM MANAGER	E	25	A II	M	4,969.60	6,212.00	7,454.40									EGLE
SR HUMAN RESOURCES ANALYST	E	31	2	M	4,224.60	5,280.75	6,336.90									MISC

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
SR POSTCLOSURE ENV SYS TECH		22 M 6		FL							3,458.09	3,630.54	3,812.76	4,003.26	4,203.59	SEIU
STREET & LANDFILL CLOSURE MNGR	E	26 B III		M	5,339.94	6,674.92	8,009.90									EGLE
STREET LIGHTING TECHNICIAN		18 M 6		FL							3,132.95	3,288.99	3,453.20	3,625.58	3,807.88	SEIU
STREET MAINTENANCE WORKER I		10 M 6		FL							2,571.41	2,699.49	2,834.16	2,976.99	3,124.76	SEIU
STREET MAINTENANCE WORKER II		14 M 6		FL							2,837.42	2,980.29	3,128.06	3,285.69	3,449.89	SEIU
STREET MAINTENANCE WORKER III		18 M 6		FL							3,132.95	3,288.99	3,453.20	3,625.58	3,807.88	SEIU
STREET SUPERVISOR		19 B III		P	4,399.69	5,176.10	5,952.52									EGLE
STREETSWEeper OPERATOR		16 M 6		FL							2,981.92	3,131.36	3,287.33	3,451.52	3,623.94	SEIU
SUPERVISING BUYER		28 2		P	4,166.67	4,901.96	5,637.25									EGLE
SUPERVISING PRKS & OPN SP WRKR		11 M 4		FL							2,635.45	2,766.80	2,904.76	3,050.86	3,203.60	SEIU
SUSTAINABILITY PROGRAM MANAGER	E	34 2		M	4,548.03	5,685.04	6,822.05									EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12 A II		P	3,291.75	3,872.65	4,453.55									EGLE
SYSTEMS SPECIALIST		28 2		P	4,166.67	4,901.96	5,637.25									EGLE
TRAFFIC ENGINEER	E	45 3		M	5,967.65	7,459.56	8,951.47									EGLE
TRAINING OFFICER I		1 VIII		FL							4,514.30	4,741.24	4,977.76	5,225.70	5,486.96	MVFF
TRANSPORTATION MANAGER	E	44 2		M	5,822.10	7,277.62	8,733.14									EGLE
TRANSPORTATION PLANNER	E	40 3		M	5,274.26	6,592.82	7,911.38									EGLE
TREE SUPERVISOR/ARBORIST		20 B III		P	4,561.56	5,366.54	6,171.52									EGLE
TREE TRIMMER I		12 M 6		FL							2,701.15	2,835.80	2,978.66	3,126.42	3,284.06	SEIU
TREE TRIMMER II		16 M 6		FL							2,981.92	3,131.36	3,287.33	3,451.52	3,623.94	SEIU
TREE TRIMMER III		20 M 6		FL							3,290.62	3,454.80	3,628.88	3,809.48	3,999.99	SEIU
UTILITIES ELECTRICIAN		27 M 6		FL							3,911.46	4,108.38	4,313.74	4,529.13	4,754.71	SEIU
UTILITIES INSPECTOR LOCATOR		20 M 6		FL							3,290.62	3,454.80	3,628.88	3,809.48	3,999.99	SEIU
UTILITIES SERVICES MANAGER	E	42 3		M	5,542.18	6,927.73	8,313.28									EGLE
UTILITIES SYSTEMS SPECIALIST		27 M 6		FL							3,911.46	4,108.38	4,313.74	4,529.13	4,754.71	SEIU
UTILITIES SYSTEMS SUPERVISOR		20 A III		P	4,509.68	5,305.50	6,101.33									EGLE
UTILITIES SYSTEMS TECHNICIAN		19 M 6		FL							3,210.15	3,371.08	3,540.21	3,717.57	3,903.05	SEIU
WAREHOUSE WORKER		10 M 6		FL							2,571.41	2,699.49	2,834.16	2,976.99	3,124.76	SEIU
WASTEWATER SUPERVISOR		19 B III		P	4,509.68	5,305.50	6,101.33									EGLE
WASTEWATER UTILITY WORKER I		13 M 6		FL							2,768.68	2,906.70	3,053.13	3,204.58	3,366.16	SEIU
WASTEWATER UTILITY WORKER II		17 M 6		FL							3,055.84	3,208.53	3,369.43	3,538.57	3,714.28	SEIU
WASTEWATER UTILITY WORKER III		21 M 6		FL							3,372.87	3,541.19	3,719.60	3,904.74	4,099.98	SEIU
WATER OPERATIONS SPECIALIST		27 M 6		FL							3,911.46	4,108.38	4,313.74	4,529.13	4,754.71	SEIU
WATER QUALITY TECHNICIAN		26 M 6		FL							3,816.06	4,008.18	4,208.53	4,418.66	4,638.74	SEIU
WATER RESOURCE MANAGER	E	34 2		M	4,548.03	5,685.04	6,822.05									EGLE
WATER RESOURCES TECHNICIAN		19 M 6		FL							3,210.15	3,371.08	3,540.21	3,717.57	3,903.05	SEIU
WATER SUPERINTENDENT	E	22 A III		M	4,733.06	5,916.33	7,099.60									EGLE
WATER SUPERVISOR		20 A III		P	4,509.68	5,305.50	6,101.33									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*									
WATER SYSTEM OPERATOR		22 M 6		FL							3,458.09	3,630.54	3,812.76	4,003.26	4,203.59	SEIU
WATER UTILITY WORKER I		13 M 6		FL							2,768.68	2,906.70	3,053.13	3,204.58	3,366.16	SEIU
WATER UTILITY WORKER II		17 M 6		FL							3,055.84	3,208.53	3,369.43	3,538.57	3,714.28	SEIU
WATER UTILITY WORKER III		21 M 6		FL							3,372.87	3,541.19	3,719.60	3,904.74	4,099.98	SEIU
WEBSITE COORDINATOR		31 2		P	4,488.64	5,280.75	6,072.86									MISC
WILDLIFE PRESERVATION COORD		16 4		P	3,097.77	3,644.44	4,191.11									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	06/26/2022	06/28/2022	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/26/2022	10/25/2022	City Clerk and City Manager merit increase adjustment. City Attorney salary correction, removal of previously approved inactive positions, Economic Vitality Manager title correction
Revision No. 2	03/05/2023	02/28/2023	Mid-year budget updates
Revision No. 3	04/30/2023	06/27/2023	Deputy City Manager salary update

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
ACCOUNT CLERK I		08	C 5	FL							2,560.85	2,686.85	2,823.41	2,963.43	3,112.24	SEIU
ACCOUNT CLERK I - CONF		08	5	FL							2,560.85	2,686.85	2,823.41	2,963.43	3,112.24	MISC
ACCOUNT CLERK II		12	C 5	FL							2,823.41	2,965.19	3,115.69	3,271.48	3,434.29	SEIU
ACCOUNT CLERK II-CONF.		12	5	FL							2,823.39	2,965.18	3,115.69	3,271.48	3,434.29	MISC
ACCOUNTANT I		23	A 2	P	3,830.64	4,506.63	5,182.62									EGLE
ACCOUNTANT II		27	2	P	4,228.44	4,974.64	5,720.84									EGLE
ACCOUNTING MANAGER	E	40	2	M	5,486.50	6,858.12	8,229.75									MISC
ACCOUNTING TECHNICIAN		16	C 2	FL							3,118.26	3,275.38	3,439.31	3,611.82	3,791.12	SEIU
ADMINISTRATIVE AIDE		19	2	P	3,470.65	4,083.12	4,695.59									EGLE
ADMINISTRATIVE ASSISTANT		11	C 5	FL							2,754.54	2,892.86	3,039.70	3,191.69	3,350.53	SEIU
ADMINISTRATIVE ASSISTANT-CONF		11	5	FL							2,754.54	2,892.86	3,039.70	3,191.69	3,350.53	MISC
ADVANCED PLANNING MANAGER	E	41	2	M	5,623.27	7,029.09	8,434.91									EGLE
ANALYST I		23	A 2	P	3,830.64	4,506.63	5,182.62									EGLE
ANALYST I-CONF		23	2	P	3,830.64	4,506.63	5,182.62									MISC
ANALYST II		27	2	P	4,228.44	4,974.64	5,720.84									EGLE
ANALYST II-CONF		27	2	P	4,228.44	4,974.64	5,720.84									MISC
ASSISTANT BUILDING INSPECTOR		23	3	FL							3,707.45	3,893.57	4,088.24	4,293.18	4,506.63	SEIU
ASSISTANT BUYER		20	2	FL							3,441.91	3,614.36	3,795.34	3,984.86	4,184.61	EGLE
ASSISTANT CITY ATTORNEY	E	47	2	M	6,522.08	8,152.60	9,783.12									MISC
ASSISTANT CITY CLERK		27	2	P	4,228.44	4,974.64	5,720.84									EGLE
ASSISTANT CITY MANAGER	E	01		DH				9,095.01	11,368.76	12,505.64						ESMS
ASSISTANT COMM. SVCS. DIRECTOR	E	46	3	M	6,362.11	7,952.64	9,543.17									EGLE
ASSISTANT ENGINEER (CIVIL)		32	3	P	4,783.19	5,627.28	6,471.37									EGLE
ASSISTANT IT DIRECTOR	E	46	2	M	6,362.11	7,952.64	9,543.17									EGLE
ASSISTANT LIBRARY DIRECTOR		46	4	M	6,362.11	7,952.64	9,543.17									EGLE
ASSISTANT PLANNER		25	2	P	4,024.21	4,734.37	5,444.53									EGLE
ASSISTANT PROJECT MANAGER	E	32	2	M	4,501.82	5,627.28	6,752.74									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	51	3	M	7,197.93	8,997.41	10,796.89									EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A II	M	5,360.82	6,701.03	8,041.24									MISC
ASSOCIATE ENGINEER (CIVIL)		36	3	P	5,280.96	6,212.89	7,144.82									EGLE
ASSOCIATE PLANNER		29	2	P	4,442.19	5,226.10	6,010.02									EGLE
ASST COMMUNITY DEVELOPMENT DIR	E	46	2	M	6,362.11	7,952.64	9,543.17									EGLE
ASST FINANCE & ADM SVCS DIR	E	48	2	M	6,684.67	8,355.84	10,027.01									MISC
BATTALION CHIEF	E	04	VIII	M	7,692.07	9,615.09	11,538.11									FMGR
BATTALION CHIEF-TIER 2	E	04	VIII	M	7,692.07	9,615.09	10,730.44									FMGR
BUILDING INSPECTOR I		25	3	FL							3,895.30	4,089.98	4,294.87	4,510.04	4,735.45	SEIU
BUILDING INSPECTOR II		29	3	FL							4,300.02	4,515.21	4,740.57	4,977.97	5,225.58	SEIU
BUYER		24	2	FL							3,799.48	3,989.46	4,188.91	4,398.36	4,618.27	EGLE
CHIEF BLDG OFFICIAL	E	44	3	M	6,054.98	7,568.72	9,082.46									EGLE
CHIEF COMMUNICATIONS OFFICER	E	46	2	M	6,363.60	7,954.50	9,545.40									MISC
CHIEF SUSTAIN & RSLNCE OFFICER	E	46	2	M	6,362.11	7,952.64	9,543.17									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**						
PIO/INFORMATION TECHNOLOGY DIR	E 0			DH				8,578.62	10,723.27	11,795.60						ESMS
CITY ATTORNEY	E 0			DH		12,306.00										CA
CITY CLERK	E 0			DH		7,786.78										CC
CITY MANAGER	E 0			DH		14,910.39										CM
CODE ENFORCEMENT OFFICER I		23	3	FL							3,707.45	3,893.57	4,088.24	4,293.18	4,506.63	SEIU
CODE ENFORCEMENT OFFICER II		27	3	FL							4,093.40	4,296.58	4,511.79	4,737.16	4,974.55	SEIU
COMMUNICATION COORDINATOR		31	2	P	4,668.18	5,491.98	6,315.78									EGLE
COMMUNITY OUTREACH SPECIALIST		07	B	IV	FL						2,280.97	2,395.36	2,514.88	2,639.52	2,772.67	EGLE
COMMUNITY SERVICES DIRECTOR	E 0			DH				8,578.62	10,723.27	11,795.60						ESMS
COMMUNITY SERVICES OFFICER		02		V	FL						3,399.90	3,571.15	3,747.98	3,932.41	4,126.22	NPOA
COMMUNITY SERVICES PROJECT ADMIN		29		2	P	4,442.19	5,226.10	6,010.02								EGLE
COPY CENTER TECHNICIAN		10		5	FL						2,688.99	2,823.89	2,965.60	3,112.42	3,269.51	EGLE
COUNCILMEMBER				COUNCIL			598.28									COUN
CRIME ANALYST		27		2	P	4,228.44	4,974.64	5,720.84								EGLE
CROSS CONNECTION CONTROL SPEC		19	M	6	FL						3,338.56	3,505.92	3,681.82	3,866.27	4,059.17	SEIU
CUSTOMER SVC. REPRESENTATIVE		05	C	5	FL						2,375.41	2,493.24	2,617.92	2,749.41	2,886.03	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E 48			3	M	6,690.60	8,363.25	10,035.90								EGLE
DEPUTY BUILDING OFFICIAL	E 36			2	M	4,970.31	6,212.89	7,455.47								EGLE
DEPUTY CITY ATTORNEY	E 37			2	M	5,094.43	6,368.04	7,641.65								MISC
DEPUTY CITY CLERK		22		2	P	3,736.87	4,396.32	5,055.77								EGLE
DEPUTY CITY MANAGER	E 46			2	M	6,363.60	7,954.50	9,545.40								MISC
DEPUTY COMMUNICATIONS OFFICER	E 34			2	M	4,731.05	5,913.81	7,096.57								MISC
DEPUTY FIRE CHIEF	E 07			VIII	M	8,278.60	10,348.25	12,417.90								FMGR
DEPUTY FIRE MARSHAL		13		VIII	FL						6,193.47	6,503.85	6,828.83	7,170.49	7,528.82	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A	VIII	FL						6,287.95	6,598.32	6,923.30	7,264.96	7,623.29	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B	VIII	FL						6,368.94	6,679.31	7,004.29	7,345.95	7,704.28	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C	VIII	FL						6,409.43	6,719.80	7,044.78	7,386.44	7,744.78	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D	VIII	FL						6,431.03	6,741.39	7,066.38	7,408.04	7,766.37	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E	VIII	FL						6,517.40	6,827.78	7,152.76	7,494.41	7,852.75	MVFF
DEPUTY ZONING ADMINISTRATOR	E 36			2	M	4,970.31	6,212.89	7,455.47								EGLE
DEV SRVCS COORD		33	C	3	P	4,899.00	5,763.53	6,628.06								SEIU
DOCUMENT PROC. TECHNICIAN I		10		5	FL						2,688.99	2,823.89	2,965.60	3,112.42	3,269.51	EGLE
DOCUMENT PROC. TECHNICIAN II		14		5	FL						2,967.27	3,115.87	3,272.90	3,435.09	3,607.56	EGLE
DOCUMENT PROC. TECHNICIAN III		18		5	FL						3,276.30	3,440.24	3,612.70	3,793.64	3,983.17	EGLE
DOCUMENT PROCESSING SUPERVISOR		22		2	P	3,737.76	4,397.37	5,056.98								MISC
ECONOMIC DEVELOPMNT STRATEGIST	E 33			2	M	4,615.20	5,769.00	6,922.80								EGLE
ECONOMIC VITALITY MANAGER	E 43			2	M	5,907.29	7,384.11	8,860.93								EGLE
EMERGENCY COMMUNICATIONS MGR		39		2	M	5,351.39	6,689.24	8,027.09								EGLE
ENGINEERING ASSISTANT I		16		3	FL						3,114.85	3,270.28	3,434.17	3,606.67	3,785.97	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						3,439.31	3,611.82	3,792.81	3,982.35	4,180.47	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						3,801.37	3,990.92	4,190.72	4,400.77	4,619.36	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			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
ENVIR & SAFETY PROTECTION INSP	14		III	P	4,078.85	4,798.65	5,518.45									SEIU
ENVIRONMENTAL SAFETY COORD.	33	C	3	P	4,899.00	5,763.53	6,628.06									SEIU
EQUIPMENT MAINT. SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61									EGLE
EQUIPMENT MECHANIC I	16	M	6	FL							3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU
EQUIPMENT MECHANIC II	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
EQUIPMENT MECHANIC III	24	M	6	FL							3,777.45	3,967.01	4,165.10	4,373.46	4,592.03	SEIU
EQUIPMENT SERVICE WORKER	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
EXECUTIVE ASSISTANT	18	C	2	P	3,386.49	3,984.10	4,581.72									SEIU
EXECUTIVE ASST. TO THE CA	22		2	P	3,737.76	4,397.37	5,056.98									MISC
EXECUTIVE ASST. TO THE CM	22		2	P	3,737.76	4,397.37	5,056.98									MISC
FACILITIES CONTRACT COORDINATR	26		2	P	4,124.35	4,852.18	5,580.01									EGLE
FACILITIES MAINT. SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61									EGLE
FACILITIES MAINTENANCE I	12	M	6	FL							2,809.20	2,949.23	3,097.81	3,251.48	3,415.42	SEIU
FACILITIES MAINTENANCE II	16	M	6	FL							3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU
FACILITIES MAINTENANCE III	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
FACILITIES PROJECT MANAGER	E 36		2	M	4,970.31	6,212.89	7,455.47									EGLE
FINANCE AND ADMIN SVCS DIR	E 0			DH				8,578.62	10,723.27	11,795.60						ESMS
FINANCIAL ANALYST I	23	A	2	P	3,830.64	4,506.63	5,182.62									EGLE
FINANCIAL ANALYST I - CONF	23		2	P	3,830.64	4,506.63	5,182.62									MISC
FINANCIAL ANALYST II	27		2	P	4,228.44	4,974.64	5,720.84									EGLE
FINANCIAL ANALYST II - CONF	27		2	P	4,228.44	4,974.64	5,720.84									MISC
FIRE CAPTAIN	12		VIII	FL							6,183.03	6,493.46	6,816.34	7,158.00	7,516.30	MVFF
FIRE CAPTAIN/HAZ MAT	15		VIII	FL							6,492.15	6,818.12	7,157.11	7,515.86	7,892.07	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1	15	A	VIII	FL							6,586.63	6,912.60	7,251.59	7,610.35	7,986.54	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2	15	B	VIII	FL							6,667.61	6,993.58	7,332.57	7,691.33	8,067.53	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3	15	C	VIII	FL							6,708.11	7,034.07	7,373.06	7,731.82	8,108.04	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4	15	D	VIII	FL							6,729.70	7,055.66	7,394.65	7,753.41	8,129.64	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5	15	E	VIII	FL							6,816.08	7,142.03	7,481.04	7,839.78	8,216.00	MVFF
FIRE CAPTAIN-LEVEL 1	12	A	VIII	FL							6,277.50	6,587.94	6,910.82	7,252.47	7,610.78	MVFF
FIRE CAPTAIN-LEVEL 2	12	B	VIII	FL							6,358.49	6,668.92	6,991.81	7,333.46	7,691.77	MVFF
FIRE CAPTAIN-LEVEL 3	12	C	VIII	FL							6,398.98	6,709.41	7,032.29	7,373.95	7,732.26	MVFF
FIRE CAPTAIN-LEVEL 4	12	D	VIII	FL							6,420.56	6,731.00	7,053.88	7,395.54	7,753.86	MVFF
FIRE CAPTAIN-LEVEL 5	12	E	VIII	FL							6,506.96	6,817.38	7,140.27	7,481.93	7,840.23	MVFF
FIRE CHIEF	E 01			DH				10,261.08	12,826.35	14,108.99						DHFI
FIRE ENGINEER	06		VIII	FL							5,299.83	5,563.66	5,843.26	6,134.86	6,442.34	MVFF
FIRE ENGINEER/HAZ MAT	09		VIII	FL							5,564.82	5,841.76	6,135.43	6,441.57	6,764.43	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1	09	A	VIII	FL							5,659.31	5,936.25	6,229.90	6,536.06	6,858.90	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2	09	B	VIII	FL							5,740.28	6,017.22	6,310.89	6,617.04	6,939.89	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3	09	C	VIII	FL							5,780.79	6,057.73	6,351.38	6,657.54	6,980.40	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4	09	D	VIII	FL							5,802.37	6,079.32	6,372.97	6,679.14	7,001.99	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5	09	E	VIII	FL							5,888.75	6,165.69	6,459.36	6,765.51	7,088.36	MVFF

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FIRE ENGINEER/PARAMEDIC		11	VIII	FL							5,882.97	6,178.52	6,485.95	6,811.24	7,152.41	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 1		11	A VIII	FL							5,977.44	6,272.99	6,580.42	6,905.72	7,246.90	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 2		11	B VIII	FL							6,058.43	6,353.97	6,661.41	6,986.70	7,327.88	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 3		11	C VIII	FL							6,098.91	6,394.47	6,701.90	7,027.21	7,368.37	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 4		11	D VIII	FL							6,120.51	6,416.06	6,723.49	7,048.81	7,389.97	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 5		11	E VIII	FL							6,206.90	6,502.43	6,809.88	7,135.17	7,476.34	MVFF
FIRE ENGINEER/PMEDIC/HM		08	VIII	FL							6,178.54	6,487.46	6,811.83	7,152.41	7,510.05	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		08	A VIII	FL							6,273.02	6,581.94	6,906.31	7,246.90	7,604.52	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2		08	B VIII	FL							6,353.99	6,662.93	6,987.29	7,327.88	7,685.51	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3		08	C VIII	FL							6,394.49	6,703.42	7,027.80	7,368.37	7,725.99	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		08	D VIII	FL							6,416.08	6,725.00	7,049.38	7,389.97	7,747.59	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		08	E VIII	FL							6,502.45	6,811.40	7,135.76	7,476.34	7,833.98	MVFF
FIRE ENGINEER-LEVEL 1		06	A VIII	FL							5,394.30	5,658.13	5,937.73	6,229.34	6,536.82	MVFF
FIRE ENGINEER-LEVEL 2		06	B VIII	FL							5,475.29	5,739.12	6,018.72	6,310.31	6,617.80	MVFF
FIRE ENGINEER-LEVEL 3		06	C VIII	FL							5,515.78	5,779.61	6,059.23	6,350.82	6,658.30	MVFF
FIRE ENGINEER-LEVEL 4		06	D VIII	FL							5,537.37	5,801.19	6,080.83	6,372.42	6,679.90	MVFF
FIRE ENGINEER-LEVEL 5		06	E VIII	FL							5,623.76	5,887.59	6,167.19	6,458.78	6,766.26	MVFF
FIRE MARSHAL NON-SAFETY	E	51	VIII	M	7,197.93	8,997.41	10,796.89									EGLE
FIRE PREVENTION OFFICER I		01	VIII	FL							4,694.87	4,930.89	5,176.87	5,434.73	5,706.44	MVFF
FIRE PREVENTION OFFICER II		03	VIII	FL							4,926.96	5,172.88	5,432.73	5,702.48	5,988.07	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL							5,728.25	6,013.89	6,315.41	6,630.73	6,961.99	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	5,623.27	7,029.09	8,434.91									EGLE
FIREFIGHTER		02	VIII	FL							4,829.73	5,071.72	5,325.61	5,591.41	5,871.08	MVFF
FIREFIGHTER LEVEL 1		02	A VIII	FL							4,924.22	5,166.20	5,420.08	5,685.89	5,965.56	MVFF
FIREFIGHTER LEVEL 2		02	B VIII	FL							5,005.20	5,247.18	5,501.07	5,766.87	6,046.55	MVFF
FIREFIGHTER LEVEL 3		02	C VIII	FL							5,045.70	5,287.67	5,541.58	5,807.36	6,087.05	MVFF
FIREFIGHTER LEVEL 4		02	D VIII	FL							5,067.30	5,309.27	5,563.15	5,828.95	6,108.64	MVFF
FIREFIGHTER LEVEL 5		02	E VIII	FL							5,153.66	5,395.64	5,649.54	5,915.34	6,195.01	MVFF
FIREFIGHTER/HAZ MAT		05	VIII	FL							5,071.24	5,325.29	5,591.89	5,870.94	6,164.63	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		05	A VIII	FL							5,165.72	5,419.77	5,686.37	5,965.41	6,259.12	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		05	B VIII	FL							5,246.70	5,500.76	5,767.35	6,046.39	6,340.10	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		05	C VIII	FL							5,287.20	5,541.24	5,807.85	6,086.88	6,380.60	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		05	D VIII	FL							5,308.80	5,562.84	5,829.44	6,108.48	6,402.18	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		05	E VIII	FL							5,395.17	5,649.22	5,915.81	6,194.86	6,488.57	MVFF
FIREFIGHTER/MEDIC/HAZMAT		04	VIII	FL							5,627.27	5,908.44	6,204.15	6,514.54	6,839.44	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		04	A VIII	FL							5,721.75	6,002.92	6,298.64	6,609.02	6,933.92	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		04	B VIII	FL							5,802.73	6,083.91	6,379.62	6,690.01	7,014.90	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		04	C VIII	FL							5,843.23	6,124.40	6,420.12	6,730.50	7,055.39	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		04	D VIII	FL							5,864.83	6,145.99	6,441.72	6,752.09	7,076.99	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		04	E VIII	FL							5,951.19	6,232.37	6,528.08	6,838.47	7,163.35	MVFF
FIREFIGHTER/PARAMEDIC		07	VIII	FL							5,359.35	5,627.11	5,908.75	6,204.32	6,513.75	MVFF

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FIREFIGHTER/PARAMEDIC-LVL 1	07	A	VIII	FL						5,453.84	5,721.59	6,003.22	6,298.80	6,608.22	MVFF	
FIREFIGHTER/PARAMEDIC-LVL 2	07	B	VIII	FL						5,534.82	5,802.58	6,084.21	6,379.78	6,689.21	MVFF	
FIREFIGHTER/PARAMEDIC-LVL 3	07	C	VIII	FL						5,575.32	5,843.07	6,124.72	6,420.27	6,729.70	MVFF	
FIREFIGHTER/PARAMEDIC-LVL 4	07	D	VIII	FL						5,596.91	5,864.65	6,146.30	6,441.87	6,751.28	MVFF	
FIREFIGHTER/PARAMEDIC-LVL 5	07	E	VIII	FL						5,683.28	5,951.04	6,232.68	6,528.25	6,837.68	MVFF	
FLEET AND FACILITIES MANAGER	E 25	B	III	M	5,354.11	6,692.64	8,031.17								EGLE	
HAZ MAT INSPECTOR NON SAFETY	30		VIII	P	4,552.45	5,355.82	6,159.19								EGLE	
HAZARDOUS MAT SPEC NON SAFETY	40	A	VIII	P	5,846.84	6,878.63	7,910.42								EGLE	
HEAVY EQUIPMENT OPERATOR	18	M	6	FL						3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU	
HEAVY EQUIPMENT SPECIALIST	20	M	6	FL						3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU	
HOUSING & NEIGHBORHD SRVCS MGR	E 43		2	M	5,907.29	7,384.11	8,860.93								EGLE	
HOUSING DIRECTOR	E 0			DH				8,578.62	10,723.27	11,795.60					ESMS	
HOUSING OFFICER	E 32		2	M	4,501.82	5,627.28	6,752.74								EGLE	
HOUSING SPECIALIST I	24		2	P	3,925.53	4,618.27	5,311.01								EGLE	
HOUSING SPECIALIST II	28		2	P	4,333.33	5,098.04	5,862.75								EGLE	
HUMAN RESOURCES ANALYST I	23		2	P	3,830.64	4,506.63	5,182.62								MISC	
HUMAN RESOURCES ANALYST II	27		2	P	4,228.44	4,974.64	5,720.84								MISC	
HUMAN RESOURCES DIRECTOR	E 0			DH				8,578.62	10,723.27	11,795.60					ESMS	
HUMAN RESOURCES MANAGER	E 42		2	M	5,765.22	7,206.53	8,647.84								MISC	
HUMAN RESOURCES TECHNICIAN	20		2	P	3,557.74	4,185.58	4,813.42								MISC	
HUMAN SERVICES MANAGER	E 34	A	2	M	4,731.05	5,913.81	7,096.57								EGLE	
IT ANALYST I	27		2	P	4,228.44	4,974.64	5,720.84								EGLE	
IT ANALYST II	E 31		2	M	4,393.58	5,491.98	6,590.38								EGLE	
IT APPLICATIONS MANAGER	E 39	A	2	M	5,352.62	6,690.78	8,028.94								EGLE	
IT DESKTOP TECHNICIAN I	13		2	P	2,991.41	3,519.31	4,047.21								EGLE	
IT DESKTOP TECHNICIAN II	17		2	P	3,303.02	3,885.91	4,468.80								EGLE	
IT OPERATIONS MANAGER	E 39	A	2	M	5,352.62	6,690.78	8,028.94								EGLE	
JUNIOR ENGINEER (CIVIL)	28		3	P	4,333.33	5,098.04	5,862.75								EGLE	
JUNIOR PLANNER	21		2	P	3,646.30	4,289.77	4,933.24								EGLE	
LEAD POLICE RECORDS SPECIALIST	03		V	FL						3,727.35	3,911.71	4,107.37	4,310.60	4,526.94	NPOA	
LEAD PUBLIC SAFETY DISPATCHER	18	A	II	P	4,646.92	5,466.97	6,287.02								SEIU	
LEAD SECURITY SERVICES GUARD	07	M	6	FL						2,487.37	2,613.22	2,740.76	2,876.94	3,018.33	SEIU	
LEGAL SECRETARY	18	A	2	P	3,386.49	3,984.10	4,581.72								MISC	
LIBRARIAN I	15		4	P	3,143.31	3,698.01	4,252.71								EGLE	
LIBRARIAN II	19		4	P	3,470.65	4,083.12	4,695.59								EGLE	
LIBRARY ASSISTANT I	06		4	FL						2,436.32	2,557.56	2,685.58	2,820.46	2,962.17	EGLE	
LIBRARY ASSISTANT II	10		4	FL						2,688.99	2,823.89	2,965.60	3,112.42	3,269.51	EGLE	
LIBRARY CUSTOMER SERVICE SUPRV	22		4	P	3,736.87	4,396.32	5,055.77								EGLE	
LIBRARY DIRECTOR	E 0			DH				8,578.62	10,723.27	11,795.60					ESMS	
LIBRARY MANAGER	E 35		4	M	4,848.45	6,060.56	7,272.67								EGLE	
LIBRARY TECHNICIAN	01		4	FL						2,152.91	2,260.46	2,374.88	2,492.67	2,617.31	EGLE	

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
MANAGEMENT FELLOW	18		2	P	3,385.69	3,983.17	4,580.65								EGLE	
MAYOR				COUNCIL		747.89									COUN	
NETWORK ARCHITECT	39	A	2	M	5,352.62	6,690.78	8,028.94								EGLE	
OFFICE ASSISTANT	07	C	5	FL						2,498.39	2,621.32	2,754.54	2,891.15	3,036.33	SEIU	
OFFICE ASSISTANT-CONF	07		5	FL						2,498.39	2,621.32	2,754.54	2,891.15	3,036.33	MISC	
OFFICE OF EMER SVCS COORD.	40	A	VIII	P	5,846.84	6,878.63	7,910.42								EGLE	
PARALEGAL	19		2	P	3,470.65	4,083.12	4,695.59								MISC	
PARKS & OPEN SPACE MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47								EGLE	
PARKS & OPEN SPACE WORKER I	03	M	6	FL						2,256.40	2,370.16	2,485.66	2,608.05	2,739.02	SEIU	
PARKS & OPEN SPACE WORKER II	07	M	6	FL						2,487.37	2,613.22	2,740.76	2,876.94	3,018.33	SEIU	
PARKS MAINTENANCE WORKER I	10	M	6	FL						2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU	
PARKS MAINTENANCE WORKER II	14	M	6	FL						2,950.92	3,099.50	3,253.18	3,417.12	3,587.89	SEIU	
PARKS MAINTENANCE WORKER III	18	M	6	FL						3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU	
PARKS SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61								EGLE	
PAYROLL ACCOUNTANT I	25		2	P	4,025.13	4,735.45	5,445.77								MISC	
PAYROLL ACCOUNTANT II	29		2	P	4,443.21	5,227.31	6,011.41								MISC	
PAYROLL TECHNICIAN	18		2	P	3,386.49	3,984.10	4,581.72								MISC	
PERFORMING ARTS ASSISTANT	11	A	4	FL						2,757.30	2,893.92	3,039.00	3,190.95	3,351.48	EGLE	
PERFORMING ARTS COORDINATOR	20		4	P	3,556.92	4,184.61	4,812.30								EGLE	
PERFORMING ARTS MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47								EGLE	
PERFORMING ARTS SUPERVISOR	E 26		4	M	3,881.74	4,852.18	5,822.62								EGLE	
PERMIT TECHNICIAN	18	C	3	FL						3,278.79	3,442.72	3,613.50	3,794.51	3,984.10	SEIU	
PLAN CHECK ENGINEER	E 34		2	M	4,729.95	5,912.44	7,094.93								EGLE	
PLAN CHECK EXAMINER	30		3	P	4,552.45	5,355.82	6,159.19								EGLE	
PLANNING BOARD CLERK	18	C	2	P	3,386.49	3,984.10	4,581.72								SEIU	
POLICE ASSISTANT III-UNIFORMED	10	A	5	FL						2,744.22	2,880.38	3,023.47	3,171.71	3,330.35	NPOA	
POLICE ASSISTANT II-UNIFORMED	06	A	5	FL						2,487.37	2,613.22	2,740.76	2,876.94	3,018.33	NPOA	
POLICE ASSISTANT I-UNIFORMED	02	C	5	FL						2,256.40	2,370.16	2,485.66	2,608.05	2,739.02	NPOA	
POLICE CAPTAIN	E 02		VII	M	8,348.29	10,435.36	12,522.43								PMGR	
POLICE CAPTAIN-TIER 2	E 02		VII	M	8,348.29	10,435.36	11,395.41								PMGR	
POLICE CHIEF	E 01		DH					10,261.08	12,826.35	14,108.99					DHPO	
POLICE LIEUTENANT	E 01		VII	M	7,259.71	9,074.64	10,889.57								PMGR	
POLICE LIEUTENANT-TIER 2	E 01		VII	M	7,259.71	9,074.64	10,127.30								PMGR	
POLICE MEDIA/COMM REL COORD	31		2	P	4,668.18	5,491.98	6,315.78								EGLE	
POLICE OFFICER	01		VII	FL						5,040.01	5,289.88	5,556.36	5,831.11	6,120.32	POA	
POLICE OFFICER TRAINEE	05		V	FL						4,641.19					NPOA	
POLICE RECORDS SPECIALIST	01		V	FL						3,332.21	3,495.88	3,670.87	3,851.52	4,043.45	NPOA	
POLICE RECORDS SUPERVISOR	26		2	P	4,189.01	4,928.25	5,667.49								NPOA	
POLICE SERGEANT	03		VII	FL						6,118.23	6,421.88	6,742.04	7,078.74	7,429.87	POA	
POSTCLOSURE ENV SYSTEMS SPEC	26	M	6	FL						3,968.70	4,168.51	4,376.87	4,595.41	4,824.29	SEIU	
POSTCLOSURE ENV SYSTEMS TECH	18	M	6	FL						3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU	

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
POSTCLOSURE SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61								EGLE	
PRINCIPAL CIVIL ENGINEER	E 44		3	M	6,054.98	7,568.72	9,082.46								EGLE	
PRINCIPAL FINANCIAL ANALYST	E 35		2	M	4,849.58	6,061.98	7,274.38								MISC	
PRINCIPAL IT ANALYST	E 37		2	M	5,093.26	6,366.57	7,639.88								EGLE	
PRINCIPAL MANAGEMENT ANALYST	E 34		2	M	4,731.05	5,913.81	7,096.57								MISC	
PRINCIPAL PLANNER	E 36		2	M	4,970.31	6,212.89	7,455.47								EGLE	
PRINCIPAL PROJECT MANAGER	E 44		3	M	6,054.98	7,568.72	9,082.46								EGLE	
PROGRAM ASSISTANT	16	C	5	FL						3,118.26	3,275.38	3,439.31	3,611.82	3,791.12	SEIU	
PROJECT MANAGER	E 36		2	M	4,970.31	6,212.89	7,455.47								EGLE	
PROPERTY & EVIDENCE SPECIALIST	02	A	V	P	3,682.64	4,332.52	4,982.40								NPOA	
PUBLIC EDUC/FIRE SAFETY SPEC	25		2	P	4,024.21	4,734.37	5,444.53								EGLE	
PUBLIC SAFETY DISP COORDINATOR	33	C	3	P	4,899.00	5,763.53	6,628.06								SEIU	
PUBLIC SAFETY DISPATCHER I	12	A	II	FL						3,797.30	3,986.23	4,186.72	4,394.86	4,614.62	SEIU	
PUBLIC SAFETY DISPATCHER II	15	A	II	FL						4,234.87	4,446.92	4,668.56	4,901.80	5,146.63	SEIU	
PUBLIC SAFETY DISPATCHER III	16	A	III	FL						4,657.57	4,890.43	5,134.96	5,391.69	5,661.28	SEIU	
PUBLIC SAFETY SUPPORT SRVS MGR	E 39		2	M	5,351.39	6,689.24	8,027.09								EGLE	
PUBLIC SERVICES TECHNICIAN	10	M	6	FL						2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU	
PUBLIC SERVICES TRAINEE	10	M	6	FL						2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU	
PUBLIC WORKS DIRECTOR	E 0			DH				8,578.62	10,723.27	11,795.60					ESMS	
PUBLIC WORKS INSPECTOR I	25		3	FL						3,895.30	4,089.98	4,294.87	4,510.04	4,735.45	SEIU	
PUBLIC WORKS INSPECTOR II	29		3	FL						4,300.02	4,515.21	4,740.57	4,977.97	5,225.58	SEIU	
PURCH & SUPPORT SRVCS MGR	E 41		2	M	5,623.27	7,029.09	8,434.91								EGLE	
REAL PROPERTY PROGRAM ADMIN.	E 38		3	M	5,221.65	6,527.06	7,832.47								EGLE	
RECREATION COORDINATOR	16		4	P	3,221.69	3,790.22	4,358.75								EGLE	
RECREATION LEADER II	02	A	IV	FL						1,787.57	1,876.35	1,970.21	2,069.29	2,171.70	EGLE	
RECREATION MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47								EGLE	
RECREATION SPECIALIST	07	B	IV	FL						2,280.97	2,395.36	2,514.88	2,639.52	2,772.67	EGLE	
RECREATION SUPERVISOR	E 30		4	M	4,284.66	5,355.82	6,426.98								EGLE	
RISK MANAGER	E 40		2	M	5,485.22	6,856.53	8,227.84								EGLE	
SAFETY & TRAINING ADMINISTRATR	19	B	III	P	4,575.67	5,383.14	6,190.61								EGLE	
SENIOR ACCOUNTANT	E 31		2	M	4,393.58	5,491.98	6,590.38								EGLE	
SENIOR ADMINISTRATIVE ASSIST	15	C	5	FL						3,043.13	3,196.81	3,355.65	3,523.02	3,698.88	SEIU	
SENIOR ASSISTANT CITY ATTORNEY	E 51		2	M	7,197.92	8,997.40	10,796.88								MISC	
SENIOR BUILDING INSPECTOR	33	C	3	P	4,899.00	5,763.53	6,628.06								SEIU	
SENIOR CIVIL ENGINEER	E 40		3	M	5,485.22	6,856.53	8,227.84								EGLE	
SENIOR CODE ENF OFFICER	29		3	P	4,441.74	5,225.58	6,009.42								SEIU	
SENIOR DEPUTY CITY ATTORNEY	E 41		2	M	5,623.70	7,029.62	8,435.54								MISC	
SENIOR FINANCIAL ANALYST-CONF	E 31		2	M	4,393.58	5,491.98	6,590.38								MISC	
SENIOR HAZ MAT SPECIALIST - NS	42	A	VIII	P	6,142.84	7,226.87	8,310.90								EGLE	
SENIOR HOUSING OFFICER	E 34		2	M	4,729.95	5,912.44	7,094.93								EGLE	
SENIOR IT ANALYST	E 35		2	M	4,848.45	6,060.56	7,272.67								EGLE	

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2023-24

Effective June 25, 2023

Resolution No. 18826
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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*									
SENIOR IT DESKTOP TECHNICIAN	21		2	P	3,646.30	4,289.77	4,933.24								EGLE	
SENIOR LIBRARIAN	23		4	P	3,816.83	4,490.39	5,163.95								EGLE	
SENIOR LIBRARY ASSISTANT	14	A	4	FL						2,968.99	3,117.54	3,272.90	3,438.52	3,607.56	EGLE	
SENIOR MANAGEMENT ANALYST	E 31		2	M	4,393.58	5,491.98	6,590.38								EGLE	
SENIOR MANAGEMENT ANALYST-CONF	E 31		2	M	4,393.58	5,491.98	6,590.38								MISC	
SENIOR OUTREACH COORDINATOR	20		4	P	3,556.92	4,184.61	4,812.30								EGLE	
SENIOR PAYROLL ACCOUNTANT	E 33		2	M	4,616.29	5,770.36	6,924.43								MISC	
SENIOR PERMIT TECHNICIAN	23		3	FL						3,707.45	3,893.57	4,088.24	4,293.18	4,506.63	SEIU	
SENIOR PLANNER	E 33		2	M	4,615.20	5,769.00	6,922.80								EGLE	
SENIOR PROJECT MANAGER	E 40		2	M	5,485.22	6,856.53	8,227.84								EGLE	
SENIOR PUBLIC WORKS INSPECTOR	33	C	3	P	4,899.00	5,763.53	6,628.06								SEIU	
SENIOR RECREATION COORDINATOR	20		4	P	3,556.92	4,184.61	4,812.30								EGLE	
SENIOR STAGEHAND	03		4	FL						2,262.20	2,374.88	2,494.38	2,619.03	2,750.47	EGLE	
SENIOR SYSTEMS SPECIALIST	E 37		2	M	5,093.26	6,366.57	7,639.88								EGLE	
SENIOR TICKET SERVICES REP	01		4	FL						2,152.91	2,260.46	2,374.88	2,492.67	2,617.31	EGLE	
SENIOR UTILITIES SYS TECH.	23	M	6	FL						3,686.32	3,870.15	4,064.40	4,267.47	4,481.03	SEIU	
SENIOR WATER SYSTEM OPERATOR	26	M	6	FL						3,968.70	4,168.51	4,376.87	4,595.41	4,824.29	SEIU	
SHORELINE MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47								EGLE	
SOLID WASTE PROGRAM MANAGER	E 25	A	II	M	5,168.38	6,460.48	7,752.58								EGLE	
SR HUMAN RESOURCES ANALYST	E 31		2	M	4,393.58	5,491.98	6,590.38								MISC	
SR POSTCLOSURE ENV SYS TECH	22	M	6	FL						3,596.41	3,775.76	3,965.27	4,163.39	4,371.73	SEIU	
STREET & LANDFILL CLOSURE MNGR	E 26	B	III	M	5,553.54	6,941.92	8,330.30								EGLE	
STREET LIGHTING TECHNICIAN	18	M	6	FL						3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU	
STREET MAINTENANCE WORKER I	10	M	6	FL						2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU	
STREET MAINTENANCE WORKER II	14	M	6	FL						2,950.92	3,099.50	3,253.18	3,417.12	3,587.89	SEIU	
STREET MAINTENANCE WORKER III	18	M	6	FL						3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU	
STREET SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61								EGLE	
STREETSWEEPER OPERATOR	16	M	6	FL						3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU	
SUPERVISING BUYER	28		2	P	4,333.33	5,098.04	5,862.75								EGLE	
SUPERVISING PRKS & OPN SP WRKR	11	M	4	FL						2,740.87	2,877.47	3,020.95	3,172.89	3,331.74	SEIU	
SYSTEMS COORDINATOR/TECHNICIAN	12	A	II	P	3,423.43	4,027.56	4,631.69								EGLE	
SYSTEMS SPECIALIST	28		2	P	4,333.33	5,098.04	5,862.75								EGLE	
TRAFFIC ENGINEER	E 45		3	M	6,206.35	7,757.94	9,309.53								EGLE	
TRAINING OFFICER I	01		VIII	FL						4,694.87	4,930.89	5,176.87	5,434.73	5,706.44	MVFF	
TRANSPORTATION MANAGER	E 44		2	M	6,054.98	7,568.72	9,082.46								EGLE	
TRANSPORTATION PLANNER	E 40		3	M	5,485.22	6,856.53	8,227.84								EGLE	
TREE TRIMMER I	12	M	6	FL						2,809.20	2,949.23	3,097.81	3,251.48	3,415.42	SEIU	
TREE TRIMMER II	16	M	6	FL						3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU	
TREE TRIMMER III	20	M	6	FL						3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU	
URBAN FOREST COORDINATOR	16		2	P	3,221.69	3,790.22	4,358.75								EGLE	
URBAN FOREST MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47								EGLE	

Resolution No. 18826
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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*									
URBAN FOREST SUPERVISOR	20	B	III	P	4,744.02	5,581.20	6,418.38									EGLE
UTILITIES ELECTRICIAN	27	M	6	FL				4,067.92	4,272.72	4,486.29	4,710.30	4,944.90				SEIU
UTILITIES INSPECTOR LOCATOR	20	M	6	FL				3,422.24	3,592.99	3,774.04	3,961.86	4,159.99				SEIU
UTILITIES SERVICES MANAGER	E 42		3	M	5,763.87	7,204.84	8,645.81									EGLE
UTILITIES SYSTEMS SPECIALIST	27	M	6	FL				4,067.92	4,272.72	4,486.29	4,710.30	4,944.90				SEIU
UTILITIES SYSTEMS SUPERVISOR	20	A	III	P	4,690.06	5,517.72	6,345.38									EGLE
UTILITIES SYSTEMS TECHNICIAN	19	M	6	FL				3,338.56	3,505.92	3,681.82	3,866.27	4,059.17				SEIU
WAREHOUSE WORKER	10	M	6	FL				2,674.27	2,807.47	2,947.53	3,096.07	3,249.75				SEIU
WASTEWATER SUPERVISOR	20	A	III	P	4,690.06	5,517.72	6,345.38									EGLE
WASTEWATER UTILITY WORKER I	13	M	6	FL				2,879.43	3,022.97	3,175.26	3,332.76	3,500.81				SEIU
WASTEWATER UTILITY WORKER II	17	M	6	FL				3,178.07	3,336.87	3,504.21	3,680.11	3,862.85				SEIU
WASTEWATER UTILITY WORKER III	21	M	6	FL				3,507.78	3,682.84	3,868.38	4,060.93	4,263.98				SEIU
WATER ENVIRONMENT SPECIALIST	14		III	P	4,078.85	4,798.65	5,518.45									SEIU
WATER OPERATIONS SPECIALIST	27	M	6	FL				4,067.92	4,272.72	4,486.29	4,710.30	4,944.90				SEIU
WATER QUALITY TECHNICIAN	26	M	6	FL				3,968.70	4,168.51	4,376.87	4,595.41	4,824.29				SEIU
WATER RESOURCE MANAGER	E 34		2	M	4,729.95	5,912.44	7,094.93									EGLE
WATER RESOURCES TECHNICIAN	19	M	6	FL				3,338.56	3,505.92	3,681.82	3,866.27	4,059.17				SEIU
WATER SUPERINTENDENT	E 22	A	III	M	4,922.38	6,152.98	7,383.58									EGLE
WATER SUPERVISOR	20	A	III	P	4,690.06	5,517.72	6,345.38									EGLE
WATER SYSTEM OPERATOR	22	M	6	FL				3,596.41	3,775.76	3,965.27	4,163.39	4,371.73				SEIU
WATER UTILITY WORKER I	13	M	6	FL				2,879.43	3,022.97	3,175.26	3,332.76	3,500.81				SEIU
WATER UTILITY WORKER II	17	M	6	FL				3,178.07	3,336.87	3,504.21	3,680.11	3,862.85				SEIU
WATER UTILITY WORKER III	21	M	6	FL				3,507.78	3,682.84	3,868.38	4,060.93	4,263.98				SEIU
WEBSITE COORDINATOR	31		2	P	4,668.18	5,491.98	6,315.78									MISC
WILDLIFE PRESERVATION COORD	16		4	P	3,221.69	3,790.22	4,358.75									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:
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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**						
New FY Salary Plan Effective Date	06/25/2023			06/27/2023	Budget Adoption updates; COLA updates from labor agreements											

**City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2023 - 2024**

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3		
ACCOUNT CLERK I	32.01	38.90				HRMM	31
ACCOUNT CLERK II	35.30	42.93				HRMM	34
ACCOUNTANT I	46.72	63.24				HRMM	55
ACCOUNTANT II	51.56	69.76				HRMM	63
ACCOUNTING TECHNICIAN	38.99	47.38				HRMM	39
ADMINISTRATIVE AIDE	42.32	57.25				HRMM	49
ADMINISTRATIVE ASSISTANT	34.44	41.90				HRMM	33
AFTER SCHOOL EDU SPEC I	21.54	25.85				HRMM	9
AFTER SCHOOL EDU SPEC II	23.69	28.45				HRMM	20
AFTER SCHOOL EDU SPEC III	29.62	35.56				HRMM	7
ANALYST I	46.72	63.23				HRMM	56
ANALYST II	51.56	69.75				HRMM	64
AQUATICS HD LIFEGUARD	24.70	28.35				HRMM	13
AQUATICS LIFEGUARD I	20.39	23.44				HRMM	3
AQUATICS LIFEGUARD II	22.48	25.92				HRMM	12
AQUATICS POOL ATTEND.	18.88	20.86				HRMM	1
AQUATICS POOL SUPV	27.21	31.21				HRMM	17
AQUATICS WTR EXERC IN	27.38	37.96				HRMM	27
AQUATICS WTR SFTY INS	21.44	24.68				HRMM	8
ASSISTANT ENGR(CIVIL)	59.73	80.83				HRMM	71
ASSISTANT PLANNER	50.29	68.05				HRMM	60
ASSOCIATE ENGR(CIVIL)	65.97	89.24				HRMM	74
ASSOCIATE PLANNER	55.52	75.11				HRMM	69
BUILDING ATTENDANT	18.88	21.76				HRMM	2
CLERICAL AIDE	18.88	21.76				HRMM	2
CUSTOMER SERVICE REP	29.70	36.07				HRMM	90
DOCUMENT PROC SPECIAL	44.48	60.14				HRMM	53
DOCUMENT PROC SUPRVSR	46.75	63.24				HRMM	57
DOCUMENT PROC TECH I	33.60	40.87				HRMM	32
DOCUMENT PROC TECH II	37.09	45.09				HRMM	38
ENGINEERING ASST I	38.95	47.33				HRMM	41
ENGINEERING ASST II	42.99	52.24				HRMM	51
ENGINEERING ASST III	47.52	57.75				HRMM	58
EQUIPMENT MECH I	38.74	47.11				HRMM	79
EQUIPMENT MECH II	42.79	52.01				HRMM	80
EQUIPMENT MECH III	47.22	57.41				HRMM	81
EXECUTIVE ASSISTANT	42.32	63.23				HRMM	48
HOUSE MANAGER	25.10	30.52				HRMM	22
INSPECTOR I	39.53	59.20				HRMM	44
INSPECTOR II	53.75	65.32				HRMM	68
IT ANALYST I	51.57	69.76				HRMM	65

**City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2023 - 2024**

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3		
IT ANALYST II	53.58	/ 80.35				HRMM	67
IT DESKTOP TECH I	36.48	/ 49.37				HRMM	37
IT DESKTOP TECH II	40.28	/ 54.51				HRMM	46
JUNIOR ENGR (CIVIL)	54.14	/ 73.24				HRMM	96
JUNIOR PLANNER	45.58	/ 61.67				HRMM	73
LABORER I	20.22	/ 29.67				HRMM	14
LABORER II	27.78	/ 44.86				HRMM	25
LABORER III	40.71	/ 49.51				HRMM	47
LEAD PUBLIC SFTY DISP	58.08	/ 78.60				HRMM	82
LIBRARIAN	39.30	/ 58.69				HRMM	43
LIBRARY ASST	30.45	/ 45.09				HRMM	30
LIBRARY HOMEWORK ASST	21.54	/ 25.85				HRMM	9
LIBRARY PAGE	18.88	/ 21.76				HRMM	2
LIBRARY TECH. AIDE	21.54	/ 25.85				HRMM	9
LIBRARY TECHNICIAN	23.25	/ 32.86				HRMM	86
OFFICE ASSISTANT	31.20	/ 37.94				HRMM	29
PARKS MAINT WRKR I	33.45	/ 40.62				HRMM	83
PARKS MAINT WRKR II	36.90	/ 44.86				HRMM	84
PARKS MAINT WRKR III	40.71	/ 49.50				HRMM	85
PLANNING MANAGER	75.70	/ 113.53				HRMM	78
POLICE ASSISTANT I	24.23	/ 32.27				HRMM	21
POLICE ASSISTANT II	29.99	/ 36.42				HRMM	28
POLICE RECORDS SPEC	45.22	/ 54.94				HRMM	54
POLICE RESERVE		/	18.15	62.99	94.50	HRFT	1
PRINCIPAL CVL ENGINR	75.63	/ 113.48				HRMM	77
PRINCIPAL PLANNER	68.55	/ 102.84				HRMM	76
PRKS & OPN SP WRKR I	24.23	/ 32.27				HRMM	21
PRKS & OPN SP WRKR II	29.99	/ 36.42				HRMM	28
PROGRAM ASSISTANT	38.98	/ 47.38				HRMM	42
PUB SFTY DISP II CTO	56.91	/ 69.16				HRMM	94
PUB SFTY DISP II OT	79.41	/ 96.50				HRMM	93
PUB SFTY DISP II OT/CTO	85.36	/ 103.74				HRMM	95
PUBLIC SAFETY DISP I	47.47	/ 57.68				HRMM	62
PUBLIC SAFETY DISP II	52.93	/ 64.34				HRMM	91
PUBLIC SAFETY DISP III	58.22	/ 70.76				HRMM	92
REC. LEADER AIDE	18.88	/ 20.86				HRMM	1
REC. LEADER I	20.43	/ 24.64				HRMM	5
REC. LEADER II	21.48	/ 26.11				HRMM	11
REC. SPECIALIST	27.41	/ 33.32				HRMM	10
RECREATION COORD	40.27	/ 54.50				HRMM	45
RECREATION SUPERVSR	48.51	/ 72.80				HRMM	59

**City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2023 - 2024**

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3		
SENIOR ADMIN ANALYST	53.56	80.34				HRMM	66
SENIOR ADMIN ASSIST	38.04	46.24				HRMM	24
SENIOR CIVIL ENGINEER	68.52	102.79				HRMM	75
SENIOR INFO TECH ANAL	59.16	88.72				HRMM	72
SENIOR INFO TECH DSKT	44.48	60.14				HRMM	53
SENIOR LIBRARY PAGE	20.48	24.59				HRMM	6
SENIOR PLANNER	57.67	86.54				HRMM	70
SENIOR RECREATION CRD	44.47	60.13				HRMM	52
SHOP ASSISTANT	18.88	21.76				HRMM	2
SKILLED TRADES I	35.99	48.29				HRMM	35
SKILLED TRADES II	39.71	53.31				HRMM	40
SKILLED TRADES III	43.86	61.65				HRMM	50
STAGEHAND I	22.30	27.10				HRMM	19
STAGEHAND I 1.5 RATE	33.46	40.65				HRMM	87
STAGEHAND II	28.30	34.38				HRMM	26
STAGEHAND II 1.5 RATE	42.45	51.58				HRMM	88
STUDENT INTERN I	18.88	21.76				HRMM	2
STUDENT INTERN II	21.40	26.33				HRMM	18
STUDENT INTERN III	24.64	30.40				HRMM	23
STUDENT INTERN IV	29.99	36.42				HRMM	28
TECH/PROF/MGMT EMP.	36.47	188.09				HRMM	36
TICKET SVCS REP I	20.65	25.12				HRMM	16
TICKET SVCS REP II	25.10	30.52				HRMM	22
TRAFFIC ENGINEER	77.54	116.30				HRMM	89
TRANSPORTATION PLNR	68.52	102.79				HRMM	75
UNION STAGEHAND	49.58	57.67				HRMM	61
YOUTH CORP COORD.	29.62	35.56				HRMM	7
YOUTH CORP WORKER	18.88	20.86				HRMM	1
YOUTH CORPS CRW LDR	21.54	24.81				HRMM	4

Update:	Revision Effective Date	City Council Approval Date	Notes:
New FY Hourly Salary Plan Effective Date	06/25/2023	06/27/2023	COLA adjustments