

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2023

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW
APPROVING ANNUAL COMPENSATION INCREASES FOR THE
CITY ATTORNEY, CITY CLERK, AND CITY MANAGER AND ADOPT A REVISED SALARY PLAN

BE IT RESOLVED: by the City Council of the City of Mountain View that the City Council has recently completed the performance evaluations for Council Appointees for Fiscal Year 2022-23; and be it

FURTHER RESOLVED: that based on the City Council's review of their performance, the following compensation adjustments for Fiscal Year 2023-24 shall be integrated with the cost-of-living increase that was effective the pay period including July 1, 2023:

- City Attorney: 5.0% merit increase for Fiscal Year 2023-24
Increase of cell phone allowance from \$50 to \$100 per month

- City Clerk: 4.0% merit increase for Fiscal Year 2023-24
1.0% of salary as ongoing contribution to 457 deferred compensation plan

- City Manager: 5.0% merit increase for Fiscal Year 2023-24
2.0% of salary as ongoing contribution to the City Manager's 401(a) deferred compensation plan; and be it

FURTHER RESOLVED: that all other benefits previously conferred upon the City Council appointees shall continue in full force.

PS/SCR/6/RESO
001-10-24-23r

Exhibit: A. Revised City of Mountain View Salary Plan

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2023-24
 Revision No. 1

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
ACCOUNT CLERK I		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

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**						
CIO/INFORMATION TECHNOLOGY DIR	E 0			DH				8,578.62	10,723.27	11,795.60						ESMS
CITY ATTORNEY	E 0			DH		12,897.63										CA
CITY CLERK	E 0			DH		8,086.27										CC
CITY MANAGER	E 0			DH		15,627.23										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

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

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

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*									
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	M	4,501.82	5,627.28	6,752.74								EGLE	
HOUSING SPECIALIST I	24	2	P	P	3,925.53	4,618.27	5,311.01								EGLE	
HOUSING SPECIALIST II	28	2	P	P	4,333.33	5,098.04	5,862.75								EGLE	
HUMAN RESOURCES ANALYST I	23	2	P	P	3,830.64	4,506.63	5,182.62								MISC	
HUMAN RESOURCES ANALYST II	27	2	P	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	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	

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*									
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	

City of Mountain View
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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
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

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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	

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:
New FY Salary Plan Effective Date	06/25/2023	06/27/2023	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/25/2023	10/24/2023	City Attorney, City Clerk and City Manager merit increase adjustments.