

CITY OF MOUNTAIN VIEW  
RESOLUTION NO.  
SERIES 2020

A RESOLUTION APPROVING THE NEW CLASSIFICATION OF  
COMMUNICATIONS MANAGER, AND ADOPT A REVISED SALARY PLAN  
LISTED AS EXHIBIT A TO REFLECT THE NEW CLASSIFICATION

WHEREAS, the City Council of the City of Mountain View has recently completed a Study Session to provide direction to staff on whether to make any modifications to the Fiscal Year 2019-20/Fiscal Year 2020-21 City Council Goals Work Plan; and

WHEREAS, the City Council supports the Major Goals related to enhancing the City's Legislative and Communications programs; and

WHEREAS, staff identified that one new full-time manager-level position be created to address workload for Major Goals as they relate to the City's Legislative and Communications programs; and

WHEREAS, staff recommends a new classification of Communications Manager;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Mountain View approves the new classification of Communications Manager and the Salary Plan document listed as Exhibit A.

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MEG/2/RESO  
612-02-25-20r

Exhibit: A. Revised City of Mountain View Salary Plan

City of Mountain View  
 Salary Plan and Position Listing  
 Fiscal Year 2019 - 2020  
 Revision No. 5

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
ACCOUNT CLERK I		7 C	5 FL								2156.56	2262.68	2377.68	2495.59	2620.90	SEIU
ACCOUNT CLERK I - CONF		7	5 FL								2156.56	2262.68	2377.68	2495.59	2620.90	MISC
ACCOUNT CLERK II		11 C	5 FL								2377.68	2497.07	2623.82	2755.01	2892.12	SEIU
ACCOUNT CLERK II-CONF.		11	5 FL								2377.68	2497.07	2623.82	2755.01	2892.12	MISC
ACCOUNTANT I		23 A	2 P		3306.54	3890.05	4473.56									EGLE
ACCOUNTANT II		27	2 P		3649.92	4294.02	4938.12									EGLE
ACCOUNTING MANAGER	E	39	2 M		4620.30	5775.37	6930.44									MISC
ACCOUNTING TECHNICIAN		15 C	2 FL								2626.78	2759.44	2896.54	3041.01	3192.82	SEIU
ADMINISTRATIVE AIDE		19	2 P		2995.81	3524.48	4053.15									EGLE
ADMINISTRATIVE ANALYST I-CONF		23	2 P		3306.54	3890.05	4473.56									MISC
ADMINISTRATIVE ANALYST II-CONF		27	2 P		3649.92	4294.02	4938.12									MISC
ADVANCED PLANNING MANAGER ANALYST I	E	40	2 M		4734.76	5918.45	7102.14									EGLE
ANALYST II		23 A	2 P		3306.54	3890.05	4473.56									EGLE
ASSISTANT BUILDING INSPECTOR		27	2 P		3649.92	4294.02	4938.12									EGLE
ASSISTANT BUYER		23	3 FL								3200.20	3360.86	3528.90	3705.81	3890.05	SEIU
ASSISTANT CDD/PLANNING MGR	E	20	2 FL								2971.00	3119.86	3276.08	3439.66	3612.09	EGLE
ASSISTANT CITY ATTORNEY	E	46	2 M		5491.66	6864.58	8237.50									EGLE
ASSISTANT CITY MANAGER	E	46	2 M		5492.94	6866.18	8239.42									MISC
ASSISTANT COMM OPS SUPER		1	DH					6465.54	9435.88	10379.47						ESMS
ASSISTANT COMM SVCS. DIRECTOR	E	33	2 P		4273.60	5027.76	5781.92									NPOA
ASSISTANT ENGINEER (CIVIL)		46	3 M		5491.66	6864.58	8237.50									EGLE
ASSISTANT PLANNER		30	3 P		3929.60	4623.06	5316.52									EGLE
ASSISTANT PROJECT MANAGER	E	24	2 P		3388.45	3986.41	4584.37									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	30	2 M		3698.45	4623.06	5547.67									EGLE
ASSISTANT TO THE CITY MANAGER	E	49	3 M		5913.74	7392.18	8870.62									EGLE
ASSOCIATE ENGINEER (CIVIL)		26 A II	M		4627.38	5784.22	6941.06									MISC
ASSOCIATE PLANNER		34	3 P		4337.98	5103.51	5869.04									EGLE
ASST FINANCE & ADM SVCS DIR	E	28	2 P		3740.45	4400.53	5060.61									EGLE
BATALION CHIEF	E	47	2 M		5629.74	7037.18	8444.62									MISC
BATTALION CHIEF-TIER 2	E	4	VIII M		6415.44	8019.30	9623.16									FMGR
BUILDING INSPECTOR I		4	VIII M		6415.44	8019.30	8949.54									FMGR
BUILDING INSPECTOR II		25	3 FL								3362.35	3530.40	3707.26	3893.00	4087.56	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	29	3 FL								3711.70	3897.46	4091.98	4296.90	4510.63	SEIU
BUYER		33	2 M		3983.77	4979.71	5975.65									EGLE
CHIEF BLDG OFFICIAL	E	24	2 FL								3279.65	3443.63	3615.80	3796.59	3986.41	EGLE
CHIEF SUSTAIN. & RESILIENCE OFFICER	E	43	3 M		5099.07	6373.84	7648.61									EGLE
CIO/INFORMATION TECHNOLOGY DIR		39	2 M		4619.23	5774.04	6928.85									EGLE
CITY ATTORNEY	E	0	DH					6157.65	8986.55	9885.21						ESMS
CITY CLERK	E	0	DH													CA
CITY MANAGER	E	0	DH													CC
CODE ENFORCEMENT OFFICER I		0	DH					11807.69								CM
CODE ENFORCEMENT OFFICER II		23	3 FL								3200.20	3360.86	3528.90	3705.81	3890.05	SEIU
COMMUNICATION COORDINATOR		27	3 FL								3533.35	3708.74	3894.50	4089.04	4293.95	SEIU
		31	2 P		4029.50	4740.59	5451.68									EGLE

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
COMMUNICATIONS MANAGER	E	26 A	II	M	4627.38	5784.22	6941.06								MISC	
COMMUNITY OUTREACH COORD		16		P	2780.91	3271.66	3762.41								EGLE	
COMMUNITY SERVICES DIRECTOR	E	0		DH				6157.65	8986.55	9885.21					ESMS	
COMMUNITY SERVICES OFFICER		2	V	FL							2934.74	3082.56	3235.19	3394.38	3561.68	NPOA
COPY CENTER TECHNICIAN		10		FL							2321.10	2437.53	2559.85	2686.58	2822.18	EGLE
CRIME ANALYST		27		P	3649.92	4294.02	4938.12									EGLE
CROSS CONNECTION CONTROL SPEC		18 M		FL							2812.48	2952.56	3099.97	3254.72	3418.37	SEIU
CUSTOMER SVC. REPRESENTATIVE		5 C		FL							2050.42	2152.13	2259.74	2373.24	2491.17	SEIU
DEP PUB WRKS DIR/ AST CTY ENG	E	46		M	5491.66	6864.58	8237.50									EGLE
DEPUTY BUILDING OFFICIAL	E	35		M	4185.10	5231.37	6277.64									EGLE
DEPUTY CITY ATTORNEY	E	36		M	4291.28	5364.10	6436.92									MISC
DEPUTY CITY CLERK		22		P	3225.61	3794.83	4364.05									EGLE
DEPUTY CITY MANAGER	E	42		M	4976.44	6220.55	7464.66									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	6736.22	8420.27	10104.32									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							5294.70	5560.03	5837.85	6129.93	6436.26	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13 A	VIII	FL							5375.47	5640.80	5918.62	6210.70	6517.03	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13 B	VIII	FL							5444.70	5710.03	5987.85	6279.93	6586.26	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13 C	VIII	FL							5479.32	5744.65	6022.47	6314.55	6620.88	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13 D	VIII	FL							5497.78	5763.11	6040.93	6333.01	6639.34	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13 E	VIII	FL							5571.62	5836.95	6114.77	6406.85	6713.18	MVFF
DEPUTY POLICE CHIEF	E	2	VII	M	7136.81	8921.01	10705.21									PMGR
DEPUTY ZONING ADMINISTRATOR	E	35		M	4185.10	5231.37	6277.64									EGLE
DEV SRVCS COORD		33 C		P	4228.73	4974.98	5721.23									SEIU
DOCUMENT PROC. TECHNICIAN I		10		FL							2321.10	2437.53	2559.85	2686.58	2822.18	EGLE
DOCUMENT PROC. TECHNICIAN II		14		FL							2561.30	2689.56	2825.11	2965.12	3113.99	EGLE
DOCUMENT PROC. TECHNICIAN III		18		FL							2828.05	2969.55	3118.42	3274.60	3438.20	EGLE
DOCUMENT PROCESSING SUPERVISOR		22		P	3226.38	3795.74	4365.10									MISC
ECONOMIC DEVELOPMENT MANAGER	E	43		M	5099.07	6373.84	7648.61									EGLE
EMERGENCY COMMUNICATIONS MGR	E	39		M	4619.23	5774.04	6928.85									EGLE
ENGINEERING ASSISTANT I		16		FL							2688.69	2822.84	2964.32	3113.21	3267.99	SEIU
ENGINEERING ASSISTANT II		20 C		FL							2968.76	3117.65	3273.89	3437.50	3608.51	SEIU
ENGINEERING ASSISTANT III		24 C		FL							3281.27	3444.89	3617.36	3798.67	3987.35	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3520.80	4142.12	4763.44									SEIU
ENVIRONMENTAL SAFETY COORD.		33 C		P	4228.73	4974.98	5721.23									SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	31		M	3792.47	4740.59	5688.71									EGLE
EQUIPMENT MAINT. SUPERVISOR		19 B	III	P	3949.64	4646.64	5343.64									EGLE
EQUIPMENT MECHANIC I		16 M		FL							2676.89	2811.06	2951.07	3098.47	3253.24	SEIU
EQUIPMENT MECHANIC II		20 M		FL							2954.02	3101.42	3257.69	3419.82	3590.83	SEIU
EQUIPMENT MECHANIC III		24 M		FL							3260.63	3424.25	3595.24	3775.10	3963.76	SEIU
EQUIPMENT SERVICE WORKER		10 M		FL							2308.38	2423.36	2544.25	2672.48	2805.13	SEIU
EXECUTIVE ASSISTANT		18 C		P	2923.16	3439.01	3954.86									SEIU
EXECUTIVE ASSISTANT - EAGLE		18 A		P	2922.47	3438.20	3953.93									EGLE
EXECUTIVE ASST. TO THE CA		22		P	3226.38	3795.74	4365.10									MISC
EXECUTIVE ASST. TO THE CM		22		P	3226.38	3795.74	4365.10									MISC

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FACILITIES CONTRACT COORDINATR		26	2 P	3560.07	4188.32	4816.57									EGLE	
FACILITIES MAINT. SUPERVISOR		19 B	III P	3949.64	4646.64	5343.64									EGLE	
FACILITIES MAINTENANCE I		12 M	6 FL							2424.84	2545.73	2673.97	2806.62	2948.14	SEIU	
FACILITIES MAINTENANCE II		16 M	6 FL							2676.89	2811.06	2951.07	3098.47	3253.24	SEIU	
FACILITIES MAINTENANCE III		20 M	6 FL							2954.02	3101.42	3257.69	3419.82	3590.83	SEIU	
FACILITIES PROJECT MANAGER	E	34	2 M	4082.81	5103.51	6124.21									EGLE	
FINANCE AND ADMIN SVCS DIR	E	0	DH				6157.65	8986.55	9885.21						ESMS	
FINANCIAL ANALYST I - CONF		23	2 P	3306.54	3890.05	4473.56									MISC	
FINANCIAL ANALYST II - CONF		27	2 P	3649.92	4294.02	4938.12									MISC	
FIRE CAPTAIN		12	VIII FL							5285.76	5551.14	5827.17	6119.25	6425.56	MVFF	
FIRE CAPTAIN/HAZ MAT		15	VIII FL							5550.03	5828.69	6118.49	6425.18	6746.80	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15 A	VIII FL							5630.80	5909.46	6199.26	6505.95	6827.57	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15 B	VIII FL							5700.03	5978.69	6268.49	6575.18	6896.80	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15 C	VIII FL							5734.65	6013.31	6303.11	6609.80	6931.42	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15 D	VIII FL							5753.11	6031.77	6321.57	6628.26	6949.88	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15 E	VIII FL							5826.95	6105.61	6395.41	6702.10	7023.72	MVFF	
FIRE CAPTAIN-LEVEL 1		12 A	VIII FL							5366.53	5631.91	5907.94	6200.02	6506.33	MVFF	
FIRE CAPTAIN-LEVEL 2		12 B	VIII FL							5435.76	5701.14	5977.17	6269.25	6575.56	MVFF	
FIRE CAPTAIN-LEVEL 3		12 C	VIII FL							5470.38	5735.76	6011.79	6303.87	6610.18	MVFF	
FIRE CAPTAIN-LEVEL 4		12 D	VIII FL							5488.84	5754.22	6030.25	6322.33	6628.64	MVFF	
FIRE CAPTAIN-LEVEL 5		12 E	VIII FL							5562.68	5828.06	6104.09	6396.17	6702.48	MVFF	
FIRE CHIEF	E	1	DH				6986.60	10195.41	11214.95						DHFI	
FIRE ENGINEER		6	VIII FL							4530.73	4756.27	4995.31	5244.59	5507.45	MVFF	
FIRE ENGINEER/HAZ MAT		9	VIII FL							4757.27	4994.03	5245.07	5506.80	5782.80	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 1		9 A	VIII FL							4838.04	5074.80	5325.84	5587.57	5863.57	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 2		9 B	VIII FL							4907.27	5144.03	5395.07	5656.80	5932.80	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 3		9 C	VIII FL							4941.89	5178.65	5429.69	5691.42	5967.42	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 4		9 D	VIII FL							4960.35	5197.11	5448.15	5709.88	5985.88	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 5		9 E	VIII FL							5034.19	5270.95	5521.99	5783.72	6059.72	MVFF	
FIRE ENGINEER/PARAMEDIC		11	VIII FL							5029.25	5281.90	5544.72	5822.82	6114.48	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 1		11 A	VIII FL							5110.02	5362.67	5625.49	5903.59	6195.25	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 2		11 B	VIII FL							5179.25	5431.90	5694.72	5972.82	6264.48	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 3		11 C	VIII FL							5213.87	5466.52	5729.34	6007.44	6299.10	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 4		11 D	VIII FL							5232.33	5484.98	5747.80	6025.90	6317.56	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 5		11 E	VIII FL							5306.17	5558.82	5821.64	6099.74	6391.40	MVFF	
FIRE ENGINEER/PMEDIC/HM		8	VIII FL							5281.92	5546.02	5823.32	6114.48	6420.21	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 1		8 A	VIII FL							5362.69	5626.79	5904.09	6195.25	6500.98	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 2		8 B	VIII FL							5431.92	5696.02	5973.32	6264.48	6570.21	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 3		8 C	VIII FL							5466.54	5730.64	6007.94	6299.10	6604.83	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 4		8 D	VIII FL							5485.00	5749.10	6026.40	6317.56	6623.29	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 5		8 E	VIII FL							5558.84	5822.94	6100.24	6391.40	6697.13	MVFF	
FIRE ENGINEER-LEVEL 1		6 A	VIII FL							4611.50	4837.04	5076.08	5325.36	5588.22	MVFF	
FIRE ENGINEER-LEVEL 2		6 B	VIII FL							4680.73	4906.27	5145.31	5394.59	5657.45	MVFF	
FIRE ENGINEER-LEVEL 3		6 C	VIII FL							4715.35	4940.89	5179.93	5429.21	5692.07	MVFF	

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FIRE ENGINEER-LEVEL 4		6 D	VIII	FL							4733.81	4959.35	5198.39	5447.67	5710.53	MVFF
FIRE ENGINEER-LEVEL 5		6 E	VIII	FL							4807.65	5033.19	5272.23	5521.51	5784.37	MVFF
FIRE MARSHAL NON-SAFETY	E	51	VIII	M	6213.14	7766.42	9319.70									EGLE
FIRE PREVENTION OFFICER I		1	VIII	FL							4013.57	4215.34	4425.62	4646.06	4878.35	MVFF
FIRE PREVENTION OFFICER II		3	VIII	FL							4211.98	4422.21	4644.36	4874.95	5119.10	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL							4896.98	5141.18	5398.93	5668.50	5951.69	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	4853.92	6067.40	7280.88									EGLE
FIREFIGHTER		2	VIII	FL							4128.86	4335.73	4552.77	4780.00	5019.09	MVFF
FIREFIGHTER LEVEL 1		2 A	VIII	FL							4209.63	4416.50	4633.54	4860.77	5099.86	MVFF
FIREFIGHTER LEVEL 2		2 B	VIII	FL							4278.86	4485.73	4702.77	4930.00	5169.09	MVFF
FIREFIGHTER LEVEL 3		2 C	VIII	FL							4313.48	4520.35	4737.39	4964.62	5203.71	MVFF
FIREFIGHTER LEVEL 4		2 D	VIII	FL							4331.94	4538.81	4755.85	4983.08	5222.17	MVFF
FIREFIGHTER LEVEL 5		2 E	VIII	FL							4405.78	4612.65	4829.69	5056.92	5296.01	MVFF
FIREFIGHTER/HAZ MAT		5	VIII	FL							4335.32	4552.50	4780.41	5018.96	5270.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5 A	VIII	FL							4416.09	4633.27	4861.18	5099.73	5350.81	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5 B	VIII	FL							4485.32	4702.50	4930.41	5168.96	5420.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5 C	VIII	FL							4519.94	4737.12	4965.03	5203.58	5454.66	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5 D	VIII	FL							4538.40	4755.58	4983.49	5222.04	5473.12	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5 E	VIII	FL							4612.24	4829.42	5057.33	5295.88	5546.96	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL							4810.66	5051.03	5303.83	5569.17	5846.92	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4 A	VIII	FL							4891.43	5131.80	5384.60	5649.94	5927.69	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4 B	VIII	FL							4960.66	5201.03	5453.83	5719.17	5996.92	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4 C	VIII	FL							4995.28	5235.65	5488.45	5753.79	6031.54	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4 D	VIII	FL							5013.74	5254.11	5506.91	5772.25	6050.00	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4 E	VIII	FL							5087.58	5327.95	5580.75	5846.09	6123.84	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL							4581.62	4810.52	5051.29	5303.97	5568.49	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7 A	VIII	FL							4662.39	4891.29	5132.06	5384.74	5649.26	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7 B	VIII	FL							4731.62	4960.52	5201.29	5453.97	5718.49	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7 C	VIII	FL							4766.24	4995.14	5235.91	5488.59	5753.11	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7 D	VIII	FL							4784.70	5013.60	5254.37	5507.05	5771.57	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7 E	VIII	FL							4858.54	5087.44	5328.21	5580.89	5845.41	MVFF
FLEET AND FACILITIES MANAGER	E	25 B	III	M	4621.58	5776.97	6932.36									EGLE
FORESTRY & ROADWAY MANAGER	E	38	2	M	4507.24	5634.05	6760.86									EGLE
FORESTRY COORDINATOR		16	2	P	2780.91	3271.66	3762.41									EGLE
HAZARDOUS MAT SPEC NON SAFETY		40 A	VIII	P	5046.88	5937.51	6828.14									EGLE
HEAVY EQUIPMENT OPERATOR		17 M	6	FL							2743.25	2880.33	3024.77	3176.61	3334.35	SEIU
HEAVY EQUIPMENT SPECIALIST		19 M	6	FL							2881.79	3026.25	3178.09	3337.30	3503.81	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	43	2	M	5099.07	6373.84	7648.61									EGLE
HUMAN RESOURCES ANALYST I		23	2	P	3306.54	3890.05	4473.56									MISC
HUMAN RESOURCES ANALYST II		27	2	P	3649.92	4294.02	4938.12									MISC
HUMAN RESOURCES MANAGER	E	42	2	M	4976.44	6220.55	7464.66									MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	3070.98	3612.92	4154.86									MISC
INFORMATION TECHNOLOGY MANAGER	E	42	2	M	4975.28	6219.10	7462.92									EGLE
IT ANALYST I		27	2	P	3649.92	4294.02	4938.12									EGLE

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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*									
IT ANALYST II	E	31	2 M		3792.47	4740.59	5688.71								EGLE	
IT DESKTOP TECHNICIAN I		13	2 P		2582.14	3037.81	3493.48								EGLE	
IT DESKTOP TECHNICIAN II		17	2 P		2851.10	3354.24	3857.38								EGLE	
IT OPERATIONS MANAGER	E	39 A	2 M		4620.30	5775.37	6930.44								EGLE	
JUNIOR ENGINEER (CIVIL)		26	3 P		3560.07	4188.32	4816.57								EGLE	
LEAD POLICE RECORDS SPECIALIST		3	V FL							3217.38	3376.52	3545.41	3720.84	3907.58	NPOA	
LEAD PUBLIC SAFETY DISPATCHER		18 A	II P		4011.14	4718.99	5426.84								SEIU	
LEGAL SECRETARY		18 A	2 P		2923.16	3439.01	3954.86								MISC	
LIBRARIAN I		15	4 P		2713.26	3192.07	3670.88								EGLE	
LIBRARIAN II		19	4 P		2995.81	3524.48	4053.15								EGLE	
LIBRARIAN III		23	4 P		3294.63	3876.03	4457.43								EGLE	
LIBRARY ASSISTANT I		6	4 FL							2103.00	2207.64	2318.15	2434.57	2556.89	EGLE	
LIBRARY ASSISTANT II		10	4 FL							2321.10	2437.53	2559.85	2686.58	2822.18	EGLE	
LIBRARY ASSISTANT III		14 A	4 FL							2562.79	2691.01	2825.11	2968.08	3113.99	EGLE	
LIBRARY CUSTOMER SERVICE SUPRV		22	4 P		3225.61	3794.83	4364.05								EGLE	
LIBRARY SERVICES DIRECTOR	E	0	DH					6157.65	8986.55	9885.21					ESMS	
LIBRARY SERVICES MANAGER	E	35	4 M		4185.10	5231.37	6277.64								EGLE	
LIBRARY TECHNICIAN		1	4 FL							1858.36	1951.19	2049.96	2151.63	2259.21	EGLE	
MANAGEMENT FELLOW		18	2 P		2922.47	3438.20	3953.93								EGLE	
OFFICE ASSISTANT I		2 C	5 FL							1904.50	2001.75	2100.55	2205.21	2317.22	SEIU	
OFFICE ASSISTANT I - CONF		2	5 FL							1904.50	2001.75	2100.55	2205.21	2317.22	MISC	
OFFICE ASSISTANT II		6 C	5 FL							2102.02	2209.62	2318.69	2435.13	2556.03	SEIU	
OFFICE ASSISTANT II-CONF		6 A	5 FL							2102.02	2209.62	2318.69	2435.13	2556.03	MISC	
OFFICE ASSISTANT III		10 C	5 FL							2321.65	2438.09	2560.45	2687.21	2822.84	SEIU	
OFFICE ASSISTANT III - CONF		10	5 FL							2321.65	2438.09	2560.45	2687.21	2822.84	MISC	
OFFICE OF EMER SVCS COORD.		40 A	VIII P		5046.88	5937.51	6828.14								EGLE	
PARKS & OPEN SPACE MANAGER	E	38	2 M		4507.24	5634.05	6760.86								EGLE	
PARKS & OPEN SPACE WORKER I		3 M	6 FL							1947.69	2045.88	2145.58	2251.22	2364.27	SEIU	
PARKS & OPEN SPACE WORKER II		7 M	6 FL							2147.06	2255.69	2365.79	2483.33	2605.37	SEIU	
PARKS MAINTENANCE WORKER I		10 M	6 FL							2308.38	2423.36	2544.25	2672.48	2805.13	SEIU	
PARKS MAINTENANCE WORKER II		14 M	6 FL							2547.17	2675.44	2808.09	2949.60	3097.00	SEIU	
PARKS MAINTENANCE WORKER III		18 M	6 FL							2812.48	2952.56	3099.97	3254.72	3418.37	SEIU	
PARKS SUPERVISOR		19 B	III P		3949.64	4646.64	5343.64								EGLE	
PAYROLL ACCOUNTANT I		25	2 P		3474.43	4087.56	4700.69								MISC	
PAYROLL ACCOUNTANT II		29	2 P		3835.31	4512.13	5188.95								MISC	
PAYROLL TECHNICIAN		18	2 P		2923.16	3439.01	3954.86								MISC	
PERFORMING ARTS ASSISTANT		11 A	4 FL							2380.06	2497.98	2623.21	2754.37	2892.94	EGLE	
PERFORMING ARTS COORDINATOR		20	4 P		3070.28	3612.09	4153.90								EGLE	
PERFORMING ARTS MANAGER	E	38	2 M		4507.24	5634.05	6760.86								EGLE	
PERFORMING ARTS SUPERVISOR	E	26	4 M		3350.66	4188.32	5025.98								EGLE	
PERMIT TECHNICIAN		17 C	3 FL							2756.51	2895.06	3039.52	3191.36	3350.54	SEIU	
PLAN CHECK ENGINEER	E	34	2 M		4082.81	5103.51	6124.21								EGLE	
PLAN CHECK EXAMINER		30	3 P		3929.60	4623.06	5316.52								EGLE	
PLANNING MANAGER/ZONING ADMIN	E	43	2 M		5099.07	6373.84	7648.61								EGLE	

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
POLICE ASSISTANT III-UNIFORMED		10 A	5 FL								2368.77	2486.29	2609.81	2737.77	2874.70	NPOA
POLICE ASSISTANT II-UNIFORMED		6 A	5 FL								2147.06	2255.69	2365.79	2483.33	2605.37	NPOA
POLICE ASSISTANT I-UNIFORMED		2 C	5 FL								1947.69	2045.88	2145.58	2251.22	2364.27	NPOA
POLICE CAPTAIN	E	2	VII M	7136.81	8921.01	10705.21										PMGR
POLICE CAPTAIN-TIER 2	E	2	VII M	7136.81	8921.01	9741.74										PMGR
POLICE CHIEF	E	1	DH				7156.18	10442.88	11487.17							DHPO
POLICE LIEUTENANT	E	1	VII M	6206.21	7757.76	9309.31										PMGR
POLICE LIEUTENANT-TIER 2	E	1	VII M	6206.21	7757.76	8657.66										PMGR
POLICE MEDIA/COMM REL COORD		31	2 P	4029.50	4740.59	5451.68										EGLE
POLICE OFFICER		1	VII FL								4308.62	4522.23	4750.04	4984.92	5232.16	POA
POLICE OFFICER TRAINEE		5	V FL								4006.19					NPOA
POLICE RECORDS SPECIALIST		1	V FL								2876.31	3017.58	3168.63	3324.56	3490.23	NPOA
POLICE RECORDS SUPERVISOR		26	2 P	3615.88	4253.98	4892.08										NPOA
POLICE SERGEANT		3	VII FL								5230.37	5489.95	5763.65	6051.49	6351.67	POA
POSTCLOSURE ENV SYSTEMS SPEC		26 M	6 FL								3425.72	3598.18	3778.04	3966.68	4164.24	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18 M	6 FL								2812.48	2952.56	3099.97	3254.72	3418.37	SEIU
POSTCLOSURE SUPERVISOR		19 B III	P	3949.64	4646.64	5343.64										EGLE
PRINCIPAL CIVIL ENGINEER	E	42	3 M	4975.28	6219.10	7462.92										EGLE
PRINCIPAL FINANCIAL ANALYST	E	35	2 M	4186.08	5232.60	6279.12										MISC
PRINCIPAL IT ANALYST	E	37	2 M	4396.41	5495.51	6594.61										EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34	2 M	4083.76	5104.70	6125.64										MISC
PRINCIPAL PLANNER	E	35	2 M	4185.10	5231.37	6277.64										EGLE
PROGRAM ASSISTANT		16 C	5 FL								2691.63	2827.25	2968.76	3117.65	3272.43	SEIU
PROJECT MANAGER	E	34	2 M	4082.81	5103.51	6124.21										EGLE
PROPERTY & EVIDENCE SPECIALIST		2 A V	P	3178.79	3739.75	4300.71										NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2 P	3473.63	4086.62	4699.61										EGLE
PUBLIC SAFETY DISPATCHER I		12 A II	FL								3277.77	3440.84	3613.90	3793.57	3983.26	SEIU
PUBLIC SAFETY DISPATCHER II		15 A II	FL								3655.48	3838.50	4029.83	4231.16	4442.49	SEIU
PUBLIC SAFETY DISPATCHER III		16 A III	FL								4020.33	4221.34	4432.41	4654.02	4886.72	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39	2 M	4619.23	5774.04	6928.85										EGLE
PUBLIC SERVICES TRAINEE		10 M	6 FL								2308.38	2423.36	2544.25	2672.48	2805.13	SEIU
PUBLIC WORKS DIRECTOR	E	0	DH				6157.65	8986.55	9885.21							ESMS
PUBLIC WORKS INSPECTOR I		25	3 FL								3362.35	3530.40	3707.26	3893.00	4087.56	SEIU
PUBLIC WORKS INSPECTOR II		29	3 FL								3711.70	3897.46	4091.98	4296.90	4510.63	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2 M	4853.92	6067.40	7280.88										EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36	3 M	4290.29	5362.86	6435.43										EGLE
RECREATION COORDINATOR		16	4 P	2780.91	3271.66	3762.41										EGLE
RECREATION LEADER II		2 A IV	FL								1543.00	1619.63	1700.65	1786.17	1874.57	EGLE
RECREATION MANAGER	E	38	2 M	4507.24	5634.05	6760.86										EGLE
RECREATION SPECIALIST		7 B IV	FL								1968.89	2067.63	2170.80	2278.39	2393.33	EGLE
RECREATION SUPERVISOR	E	30	4 M	3698.45	4623.06	5547.67										EGLE
RISK MANAGER	E	39	2 M	4619.23	5774.04	6928.85										EGLE
SAFETY & TRAINING ADMINISTRATR		19 B III	P	3949.64	4646.64	5343.64										EGLE
SECRETARY		15 C	5 FL								2626.78	2759.44	2896.54	3041.01	3192.82	SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
SENIOR ACCOUNTANT	E	31	2 M		3792.47	4740.59	5688.71								EGLE	
SENIOR ASSISTANT CITY ATTORNEY	E	50	2 M		6061.58	7576.98	9092.38								MISC	
SENIOR BUILDING INSPECTOR		33 C	3 P		4228.73	4974.98	5721.23								SEIU	
SENIOR CIVIL ENGINEER	E	38	3 M		4507.24	5634.05	6760.86								EGLE	
SENIOR CODE ENF OFFICER		29	3 P		3834.04	4510.63	5187.22								SEIU	
SENIOR DEPUTY CITY ATTORNEY	E	40	2 M		4735.86	5919.82	7103.78								MISC	
SENIOR FINANCIAL ANALYST-CONF	E	31	2 M		3792.47	4740.59	5688.71								MISC	
SENIOR IT ANALYST	E	35	2 M		4185.10	5231.37	6277.64								EGLE	
SENIOR IT DESKTOP TECHNICIAN		21	2 P		3147.42	3702.85	4258.28								EGLE	
SENIOR MANAGEMENT ANALYST	E	31	2 M		3792.47	4740.59	5688.71								EGLE	
SENIOR MANAGEMENT ANALYST-CONF	E	31	2 M		3792.47	4740.59	5688.71								MISC	
SENIOR PAYROLL ACCOUNTANT	E	33	2 M		3984.70	4980.87	5977.04								MISC	
SENIOR PLANNER	E	32	2 M		3885.90	4857.38	5828.86								EGLE	
SENIOR PROJECT MANAGER	E	38	2 M		4507.24	5634.05	6760.86								EGLE	
SENIOR PUBLIC WORKS INSPECTOR		33 C	3 P		4228.73	4974.98	5721.23								SEIU	
SENIOR RECREATION COORDINATOR		20	4 P		3070.28	3612.09	4153.90								EGLE	
SENIOR STAGEHAND		3	4 FL							1952.69	2049.96	2153.11	2260.70	2374.16	EGLE	
SENIOR SYSTEMS SPECIALIST	E	37	2 M		4396.41	5495.51	6594.61								EGLE	
SENIOR TICKET SERVICES REP		1	4 FL							1858.36	1951.19	2049.96	2151.63	2259.21	EGLE	
SENIOR UTILITIES SYS TECH.		22 M	6 FL							3104.37	3259.17	3422.76	3593.77	3773.61	SEIU	
SENIOR WATER SYSTEM OPERATOR		25 M	6 FL							3342.13	3509.85	3685.10	3869.45	4062.86	SEIU	
SHORELINE MANAGER	E	38	2 M		4507.24	5634.05	6760.86								EGLE	
SOLID WASTE PROGRAM MANAGER	E	25 A II	M		4461.26	5576.57	6691.88								EGLE	
SR HUMAN RESOURCES ANALYST	E	31	2 M		3792.47	4740.59	5688.71								MISC	
SR POSTCLOSURE ENV SYS TECH		22 M	6 FL							3104.37	3259.17	3422.76	3593.77	3773.61	SEIU	
STREET & LANDFILL CLOSURE MNGR	E	26 B III	M		4793.72	5992.15	7190.58								EGLE	
STREET LIGHTING TECHNICIAN		18 M	6 FL							2812.48	2952.56	3099.97	3254.72	3418.37	SEIU	
STREET MAINTENANCE WORKER I		10 M	6 FL							2308.38	2423.36	2544.25	2672.48	2805.13	SEIU	
STREET MAINTENANCE WORKER II		14 M	6 FL							2547.17	2675.44	2808.09	2949.60	3097.00	SEIU	
STREET MAINTENANCE WORKER III		18 M	6 FL							2812.48	2952.56	3099.97	3254.72	3418.37	SEIU	
STREET SUPERVISOR		19 B III	P		3949.64	4646.64	5343.64								EGLE	
STREETS TECHNICIAN		10 M	6 FL							2308.38	2423.36	2544.25	2672.48	2805.13	SEIU	
STREETSWEEPER OPERATOR		16 M	6 FL							2676.89	2811.06	2951.07	3098.47	3253.24	SEIU	
SUPERVISING BUYER		28	2 P		3740.45	4400.53	5060.61								EGLE	
SUPERVISING PRKS & OPN SP WRKR		11 M	4 FL							2365.86	2483.79	2607.63	2738.79	2875.90	SEIU	
SYSTEMS COORDINATOR/TECHNICIAN		12 A II	P		2955.04	3476.52	3998.00								EGLE	
SYSTEMS SPECIALIST		28	2 P		3740.45	4400.53	5060.61								EGLE	
TRAFFIC ENGINEER	E	43	3 M		5099.07	6373.84	7648.61								EGLE	
TRAINING OFFICER I		1 VIII	FL							4013.57	4215.34	4425.62	4646.06	4878.35	MVFF	
TRANSPORTATION MANAGER	E	41	2 M		4853.92	6067.40	7280.88								EGLE	
TRANSPORTATION PLANNER	E	38	3 M		4507.24	5634.05	6760.86								EGLE	
TREE SUPERVISOR/ARBORIST		20 B III	P		4094.96	4817.60	5540.24								EGLE	
TREE TRIMMER I		12 M	6 FL							2424.84	2545.73	2673.97	2806.62	2948.14	SEIU	
TREE TRIMMER II		16 M	6 FL							2676.89	2811.06	2951.07	3098.47	3253.24	SEIU	



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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
TREE TRIMMER III		20 M	6 FL								2954.02	3101.42	3257.69	3419.82	3590.83	SEIU
UTILITIES ELECTRICIAN		26 M	6 FL								3425.72	3598.18	3778.04	3966.68	4164.24	SEIU
UTILITIES INSPECTOR LOCATOR		19 M	6 FL								2881.79	3026.25	3178.09	3337.30	3503.81	SEIU
UTILITIES SERVICES MANAGER	E	42	3 M		4975.28	6219.10	7462.92									EGLE
UTILITIES SYSTEMS SPECIALIST		26 M	6 FL								3425.72	3598.18	3778.04	3966.68	4164.24	SEIU
UTILITIES SYSTEMS SUPERVISOR		19 B III	P		3949.64	4646.64	5343.64									EGLE
UTILITIES SYSTEMS TECHNICIAN		18 M	6 FL								2812.48	2952.56	3099.97	3254.72	3418.37	SEIU
VOLUNTEER COORDINATOR		20	4 P		3070.28	3612.09	4153.90									EGLE
WAREHOUSE WORKER		10 M	6 FL								2308.38	2423.36	2544.25	2672.48	2805.13	SEIU
WASTEWATER SUPERVISOR		19 B III	P		3949.64	4646.64	5343.64									EGLE
WASTEWATER UTILITY WORKER I		12 M	6 FL								2424.84	2545.73	2673.97	2806.62	2948.14	SEIU
WASTEWATER UTILITY WORKER II		16 M	6 FL								2676.89	2811.06	2951.07	3098.47	3253.24	SEIU
WASTEWATER UTILITY WORKER III		20 M	6 FL								2954.02	3101.42	3257.69	3419.82	3590.83	SEIU
WATER ENVIRONMENT SPECIALIST		14 III	P		3520.80	4142.12	4763.44									SEIU
WATER OPERATIONS SPECIALIST		26 M	6 FL								3425.72	3598.18	3778.04	3966.68	4164.24	SEIU
WATER QUALITY SUPERVISOR		19 B III	P		3949.64	4646.64	5343.64									EGLE
WATER QUALITY TECHNICIAN		25 M	6 FL								3342.13	3509.85	3685.10	3869.45	4062.86	SEIU
WATER RESOURCE MANAGER	E	34	2 M		4082.81	5103.51	6124.21									EGLE
WATER RESOURCES TECHNICIAN		19 M	6 FL								2881.79	3026.25	3178.09	3337.30	3503.81	SEIU
WATER SUPERINTENDANT	E	22 A III	M		4145.29	5181.61	6217.93									EGLE
WATER SYSTEM OPERATOR		21 M	6 FL								3027.86	3178.96	3339.13	3505.33	3680.59	SEIU
WATER UTILITY WORKER I		12 M	6 FL								2424.84	2545.73	2673.97	2806.62	2948.14	SEIU
WATER UTILITY WORKER II		16 M	6 FL								2676.89	2811.06	2951.07	3098.47	3253.24	SEIU
WATER UTILITY WORKER III		20 M	6 FL								2954.02	3101.42	3257.69	3419.82	3590.83	SEIU
WILDLIFE PRESERVATION COORD		16	4 P		2780.91	3271.66	3762.41									EGLE

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

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

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

Update:	Revision Effective Date	City Council Approval Date	Notes:
New FY Salary Plan Effective Date	6/30/2019	6/18/2019 and 6/25/2019	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	8/3/2019	7/23/2019	One week overhire for City Attorney approved for 7/28/2019 through 8/2/2019 \$10,577.99 was bi-weekly salary for current City Attorney and \$9,423.08 was bi-weekly salary for newly appointed City Attorney
Revision No. 2	9/24/2019	9/24/2019	Compensation adjustments for City Manager and City Clerk; changes retro to 6/30/2019
Revision No. 3	3/2/2020	1/14/2020	Appointment of new City Manager.
Revision No. 4	2/23/2020	2/11/2020	Mid-year budget updates
Revision No. 5	2/25/2020	2/25/2020	New classification of Communications Manager