

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2020

A RESOLUTION APPROVING COMPENSATION FOR THE
CITY ATTORNEY, CITY CLERK, AND CITY MANAGER, AND ADOPTING A
REVISED SALARY PLAN, LISTED AS EXHIBIT A, TO REFLECT THESE
COMPENSATION CHANGES

BE IT RESOLVED by the City Council of the City of Mountain View that the City Council has recently completed the performance evaluations for the City Attorney, City Clerk, and City Manager for Fiscal Year (FY) 2019-20.

BE IT RESOLVED that, based on the City Council's review of their performance, the following compensation adjustments shall be made for Fiscal Year (FY) 2020-21, effective June 28, 2020:

City Attorney 3.0 percent cost-of-living increase for FY 2020-21.
A one-time contribution of 40 hours of leave time for FY 2020-21. The one-time contribution of 40 hours of leave time must be used by Pay Period 2 of 2021, or any balance will be cashed out with Pay Period 2 payroll.

City Clerk: 3.0 percent cost-of-living increase for FY 2020-21.
A one-time contribution of 40 hours of leave time for FY 2020-21. The one-time contribution of 40 hours of leave time must be used by Pay Period 2 of 2021, or any balance will be cashed out with Pay Period 2 payroll.

City Manager: 3.0 percent cost-of-living increase for FY 2020-21.
A one-time contribution of 40 hours of leave time for FY 2020-21. The one-time contribution of 40 hours of leave time must be used by Pay Period 2 of 2021, or any balance will be cashed out with Pay Period 2 payroll.
Loan, up to the median home price in Mountain View, to assist with a purchase of a home in the City of Mountain View.

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

BE IT RESOLVED that the City Council of the City of Mountain View approves the Salary Plan document listed as Exhibit A.

SR/4/RESO
032-09-22-20r

Exhibit: A. Revised City of Mountain View Salary Plan

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2020-21
Revision No. 1

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
ACCOUNT CLERK I		7	C	5	FL						2,221.26	2,330.56	2,449.01	2,570.46	2,699.53	SEIU
ACCOUNT CLERK I - CONF		7		5	FL						2,221.26	2,330.56	2,449.01	2,570.46	2,699.53	MISC
ACCOUNT CLERK II		11	C	5	FL						2,449.01	2,571.98	2,702.53	2,837.66	2,978.88	SEIU
ACCOUNT CLERK II-CONF.		11		5	FL						2,449.01	2,571.98	2,702.53	2,837.66	2,978.88	MISC
ACCOUNTANT I		23	A	2	P	3,405.74	4,006.75	4,607.76								EGLE
ACCOUNTANT II		27		2	P	3,759.41	4,422.84	5,086.27								EGLE
ACCOUNTING MANAGER	E	39		2	M	4,758.90	5,948.63	7,138.36								MISC
ACCOUNTING TECHNICIAN		15	C	2	FL						2,705.58	2,842.22	2,983.44	3,132.24	3,288.60	SEIU
ADMINISTRATIVE AIDE		19		2	P	3,085.68	3,630.21	4,174.74								EGLE
ADMINISTRATIVE ANALYST I - CONF		23		2	P	3,405.74	4,006.75	4,607.76								MISC
ADMINISTRATIVE ANALYST II - CONF		27		2	P	3,759.41	4,422.84	5,086.27								MISC
ADVANCED PLANNING MANAGER	E	40		2	M	4,876.80	6,096.00	7,315.20								EGLE
ANALYST I		23	A	2	P	3,405.74	4,006.75	4,607.76								EGLE
ANALYST II		27		2	P	3,759.41	4,422.84	5,086.27								EGLE
ASSISTANT BUILDING INSPECTOR		23		3	FL						3,296.21	3,461.69	3,634.77	3,816.98	4,006.75	SEIU
ASSISTANT BUYER		20		2	FL						3,060.13	3,213.46	3,374.36	3,542.85	3,720.45	EGLE
ASSISTANT CDD/PLANNING MGR	E	46		2	M	5,656.42	7,070.52	8,484.62								EGLE
ASSISTANT CITY ATTORNEY	E	46		2	M	5,657.74	7,072.17	8,486.60								MISC
ASSISTANT CITY MANAGER	E	1			DH				6,659.51	9,718.96	10,690.86					ESMS
ASSISTANT COMM OPS SUPER		33		2	P	4,401.80	5,178.59	5,955.38								NPOA
ASSISTANT COMM. SVCS. DIRECTOR	E	46		3	M	5,656.42	7,070.52	8,484.62								EGLE
ASSISTANT ENGINEER (CIVIL)		30		3	P	4,047.49	4,761.75	5,476.01								EGLE
ASSISTANT PLANNER		24		2	P	3,490.10	4,106.00	4,721.90								EGLE
ASSISTANT PROJECT MANAGER	E	30		2	M	3,809.40	4,761.75	5,714.10								EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49		3	M	6,091.16	7,613.95	9,136.74								EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A	II	M	4,766.20	5,957.75	7,149.30								MISC
ASSOCIATE ENGINEER (CIVIL)		34		3	P	4,468.13	5,256.62	6,045.11								EGLE
ASSOCIATE PLANNER		28		2	P	3,852.67	4,532.55	5,212.43								EGLE
ASST FINANCE & ADM SVCS DIR	E	47		2	M	5,798.64	7,248.30	8,697.96								MISC
BATTALION CHIEF	E	4		VIII	M	6,672.06	8,340.07	10,008.08								FMGR
BATTALION CHIEF-TIER 2	E	4		VIII	M	6,672.06	8,340.07	9,307.52								FMGR
BUILDING INSPECTOR I		25		3	FL						3,463.22	3,636.31	3,818.48	4,009.79	4,210.19	SEIU
BUILDING INSPECTOR II		29		3	FL						3,823.05	4,014.38	4,214.74	4,425.81	4,645.95	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33		2	M	4,103.28	5,129.10	6,154.92								EGLE
BUYER		24		2	FL						3,378.04	3,546.94	3,724.27	3,910.49	4,106.00	EGLE
CHIEF BLDG OFFICIAL	E	43		3	M	5,252.05	6,565.06	7,878.07								EGLE
CHIEF COMMUNICATIONS OFFICER	E	42		2	M	5,125.74	6,407.17	7,688.60								MISC
CHIEF SUSTAIN & RESILIENCY OFFICER	E	39		2	M	4,757.81	5,947.26	7,136.71								EGLE
CIO/INFORMATION TECHNOLOGY DIR	E	0			DH				6,342.38	9,256.15	10,181.77					ESMS
CITY ATTORNEY	E	0			DH		9,705.77									CA
CITY CLERK	E	0			DH		6,118.20									CC
CITY MANAGER	E	0			DH		12,161.93									CM
CODE ENFORCEMENT OFFICER I		23		3	FL						3,296.21	3,461.69	3,634.77	3,816.98	4,006.75	SEIU
CODE ENFORCEMENT OFFICER II		27		3	FL						3,639.35	3,820.00	4,011.34	4,211.71	4,422.77	SEIU
COMMUNICATION COORDINATOR		31		2	P	4,150.39	4,882.81	5,615.23								EGLE
COMMUNICATIONS OPERATIONS SPRV		35		2	P	4,624.65	5,440.76	6,256.87								NPOA

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2020-21
Revision No. 1

Effective June 28, 2020

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**						
COMMUNITY OUTREACH COORD		16	4	P	2,864.34	3,369.81	3,875.28									EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				6,342.38	9,256.15	10,181.77						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							3,022.78	3,175.04	3,332.25	3,496.21	3,668.53	NPOA
COPY CENTER TECHNICIAN		10	5	FL							2,390.73	2,510.66	2,636.65	2,767.18	2,906.85	EGLE
CRIME ANALYST		27	2	P	3,759.41	4,422.84	5,086.27									EGLE
CROSS CONNECTION CONTROL SPEC		18	M	6	FL						2,896.85	3,041.14	3,192.97	3,352.36	3,520.92	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	C	5	FL						2,111.93	2,216.69	2,327.53	2,444.44	2,565.91	SEIU
DEP PUB WRKS DIR/ AST CTY ENG	E	46	3	M	5,656.42	7,070.52	8,484.62									EGLE
DEPUTY BUILDING OFFICIAL	E	35	2	M	4,310.65	5,388.31	6,465.97									EGLE
DEPUTY CITY ATTORNEY	E	36	2	M	4,420.02	5,525.02	6,630.02									MISC
DEPUTY CITY CLERK		22	2	P	3,322.37	3,908.67	4,494.97									EGLE
DEPUTY CITY MANAGER	E	42	2	M	5,125.74	6,407.17	7,688.60									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	7,005.66	8,757.08	10,508.50									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							5,506.49	5,782.43	6,071.36	6,375.13	6,693.71	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A	VIII	FL						5,590.49	5,866.43	6,155.36	6,459.13	6,777.71	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B	VIII	FL						5,662.49	5,938.43	6,227.36	6,531.13	6,849.71	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C	VIII	FL						5,698.49	5,974.44	6,263.37	6,567.13	6,885.72	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D	VIII	FL						5,717.69	5,993.63	6,282.57	6,586.33	6,904.91	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E	VIII	FL						5,794.48	6,070.43	6,359.36	6,663.12	6,981.71	MVFF
DEPUTY POLICE CHIEF	E	2	VII	M	7,422.28	9,277.85	11,133.42									PMGR
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	4,310.65	5,388.31	6,465.97									EGLE
DEV SRVCS COORD		33	C	3	P	4,355.60	5,124.23	5,892.86								SEIU
DIGITAL ENGAGE. & MARKET. STRATEGIST	E	34	2	M	4,206.27	5,257.84	6,309.41									MISC
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2,390.73	2,510.66	2,636.65	2,767.18	2,906.85	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2,638.14	2,770.25	2,909.86	3,054.07	3,207.41	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							2,912.89	3,058.64	3,211.97	3,372.84	3,541.35	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3,323.17	3,909.61	4,496.05									MISC
ECONOMIC DEVELOPMENT MANAGER	E	43	2	M	5,252.05	6,565.06	7,878.07									EGLE
ENGINEERING ASSISTANT I		16	3	FL							2,769.35	2,907.53	3,053.25	3,206.61	3,366.03	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						3,057.82	3,211.18	3,372.11	3,540.62	3,716.77	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						3,379.71	3,548.24	3,725.88	3,912.63	4,106.97	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3,626.42	4,266.38	4,906.34									SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	4,355.60	5,124.23	5,892.86								SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	31	2	M	3,906.25	4,882.81	5,859.37									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE
EQUIPMENT MECHANIC I		16	M	6	FL						2,757.20	2,895.39	3,039.60	3,191.42	3,350.84	SEIU
EQUIPMENT MECHANIC II		20	M	6	FL						3,042.64	3,194.46	3,355.42	3,522.41	3,698.55	SEIU
EQUIPMENT MECHANIC III		24	M	6	FL						3,358.45	3,526.98	3,703.10	3,888.35	4,082.67	SEIU
EQUIPMENT SERVICE WORKER		10	M	6	FL						2,377.63	2,496.06	2,620.58	2,752.65	2,889.28	SEIU
EXECUTIVE ASSISTANT		18	C	2	P	3,010.85	3,542.18	4,073.51								SEIU
EXECUTIVE ASSISTANT - EAGLE		18	A	2	P	3,010.15	3,541.35	4,072.55								EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	3,323.17	3,909.61	4,496.05									MISC
EXECUTIVE ASST. TO THE CM		22	2	P	3,323.17	3,909.61	4,496.05									MISC
FACILITIES CONTRACT COORDINATR		26	2	P	3,666.87	4,313.97	4,961.07									EGLE
FACILITIES MAINT. SUPERVISOR		19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE
FACILITIES MAINTENANCE I		12	M	6	FL						2,497.59	2,622.10	2,754.19	2,890.82	3,036.58	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*									
FACILITIES MAINTENANCE II		16	M	6	FL						2,757.20	2,895.39	3,039.60	3,191.42	3,350.84	SEIU
FACILITIES MAINTENANCE III		20	M	6	FL						3,042.64	3,194.46	3,355.42	3,522.41	3,698.55	SEIU
FACILITIES PROJECT MANAGER	E	34		2	M	4,205.30	5,256.62	6,307.94								EGLE
FINANCE AND ADMIN SVCS DIR	E	0			DH				6,342.38	9,256.15	10,181.77					ESMS
FINANCIAL ANALYST I - CONF		23		2	P	3,405.74	4,006.75	4,607.76								MISC
FINANCIAL ANALYST II - CONF		27		2	P	3,759.41	4,422.84	5,086.27								MISC
FIRE CAPTAIN		12		VIII	FL						5,497.19	5,773.19	6,060.26	6,364.02	6,682.58	MVFF
FIRE CAPTAIN/HAZ MAT		15		VIII	FL						5,772.03	6,061.84	6,363.23	6,682.19	7,016.67	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15	A	VIII	FL						5,856.03	6,145.84	6,447.23	6,766.19	7,100.67	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15	B	VIII	FL						5,928.03	6,217.84	6,519.23	6,838.19	7,172.67	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15	C	VIII	FL						5,964.04	6,253.84	6,555.23	6,874.19	7,208.68	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15	D	VIII	FL						5,983.23	6,273.04	6,574.43	6,893.39	7,227.88	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15	E	VIII	FL						6,060.03	6,349.83	6,651.23	6,970.18	7,304.67	MVFF
FIRE CAPTAIN-LEVEL 1		12	A	VIII	FL						5,581.19	5,857.19	6,144.26	6,448.02	6,766.58	MVFF
FIRE CAPTAIN-LEVEL 2		12	B	VIII	FL						5,653.19	5,929.19	6,216.26	6,520.02	6,838.58	MVFF
FIRE CAPTAIN-LEVEL 3		12	C	VIII	FL						5,689.20	5,965.19	6,252.26	6,556.02	6,874.59	MVFF
FIRE CAPTAIN-LEVEL 4		12	D	VIII	FL						5,708.39	5,984.39	6,271.46	6,575.22	6,893.79	MVFF
FIRE CAPTAIN-LEVEL 5		12	E	VIII	FL						5,785.19	6,061.18	6,348.25	6,652.02	6,970.58	MVFF
FIRE CHIEF	E	1			DH				7,266.06	10,603.23	11,663.55					DHFI
FIRE ENGINEER		6		VIII	FL						4,711.96	4,946.52	5,195.12	5,454.37	5,727.75	MVFF
FIRE ENGINEER/HAZ MAT		9		VIII	FL						4,947.56	5,193.79	5,454.87	5,727.07	6,014.11	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9	A	VIII	FL						5,031.56	5,277.79	5,538.87	5,811.07	6,098.11	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2		9	B	VIII	FL						5,103.56	5,349.79	5,610.87	5,883.07	6,170.11	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3		9	C	VIII	FL						5,139.57	5,385.80	5,646.88	5,919.08	6,206.12	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4		9	D	VIII	FL						5,158.76	5,404.99	5,666.08	5,938.28	6,225.32	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5		9	E	VIII	FL						5,235.56	5,481.79	5,742.87	6,015.07	6,302.11	MVFF
FIRE ENGINEER/PARAMEDIC		11		VIII	FL						5,230.42	5,493.18	5,766.51	6,055.73	6,359.06	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 1		11	A	VIII	FL						5,314.42	5,577.18	5,850.51	6,139.73	6,443.06	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 2		11	B	VIII	FL						5,386.42	5,649.18	5,922.51	6,211.73	6,515.06	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 3		11	C	VIII	FL						5,422.42	5,685.18	5,958.51	6,247.74	6,551.06	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 4		11	D	VIII	FL						5,441.62	5,704.38	5,977.71	6,266.94	6,570.26	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 5		11	E	VIII	FL						5,518.42	5,781.17	6,054.51	6,343.73	6,647.06	MVFF
FIRE ENGINEER/PMEDIC/HM		8		VIII	FL						5,493.20	5,767.86	6,056.25	6,359.06	6,677.02	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		8	A	VIII	FL						5,577.20	5,851.86	6,140.25	6,443.06	6,761.02	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2		8	B	VIII	FL						5,649.20	5,923.86	6,212.25	6,515.06	6,833.02	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3		8	C	VIII	FL						5,685.20	5,959.87	6,248.26	6,551.06	6,869.02	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		8	D	VIII	FL						5,704.40	5,979.06	6,267.46	6,570.26	6,888.22	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		8	E	VIII	FL						5,781.19	6,055.86	6,344.25	6,647.06	6,965.02	MVFF
FIRE ENGINEER-LEVEL 1		6	A	VIII	FL						4,795.96	5,030.52	5,279.12	5,538.37	5,811.75	MVFF
FIRE ENGINEER-LEVEL 2		6	B	VIII	FL						4,867.96	5,102.52	5,351.12	5,610.37	5,883.75	MVFF
FIRE ENGINEER-LEVEL 3		6	C	VIII	FL						4,903.96	5,138.53	5,387.13	5,646.38	5,919.75	MVFF
FIRE ENGINEER-LEVEL 4		6	D	VIII	FL						4,923.16	5,157.72	5,406.33	5,665.58	5,938.95	MVFF
FIRE ENGINEER-LEVEL 5		6	E	VIII	FL						4,999.96	5,234.52	5,483.12	5,742.37	6,015.74	MVFF
FIRE MARSHAL NON-SAFETY	E	51		VIII	M	6,399.53	7,999.41	9,599.29								EGLE
FIRE PREVENTION OFFICER I		1		VIII	FL						4,174.11	4,383.95	4,602.64	4,831.90	5,073.48	MVFF
FIRE PREVENTION OFFICER II		3		VIII	FL						4,380.46	4,599.10	4,830.13	5,069.95	5,323.86	MVFF

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY						1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Dept. Head Salary Range								
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
FIRE PREVENTION OFFICER III		10	VIII	FL							5,092.86	5,346.83	5,614.89	5,895.24	6,189.76	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	4,999.54	6,249.42	7,499.30									EGLE
FIREFIGHTER		2	VIII	FL							4,294.01	4,509.16	4,734.88	4,971.20	5,219.85	MVFF
FIREFIGHTER LEVEL 1		2	A VIII	FL							4,378.02	4,593.16	4,818.88	5,055.20	5,303.85	MVFF
FIREFIGHTER LEVEL 2		2	B VIII	FL							4,450.01	4,665.16	4,890.88	5,127.20	5,375.85	MVFF
FIREFIGHTER LEVEL 3		2	C VIII	FL							4,486.02	4,701.16	4,926.89	5,163.20	5,411.86	MVFF
FIREFIGHTER LEVEL 4		2	D VIII	FL							4,505.22	4,720.36	4,946.08	5,182.40	5,431.06	MVFF
FIREFIGHTER LEVEL 5		2	E VIII	FL							4,582.01	4,797.16	5,022.88	5,259.20	5,507.85	MVFF
FIREFIGHTER/HAZ MAT		5	VIII	FL							4,508.73	4,734.60	4,971.63	5,219.72	5,480.84	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5	A VIII	FL							4,592.73	4,818.60	5,055.63	5,303.72	5,564.84	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5	B VIII	FL							4,664.73	4,890.60	5,127.63	5,375.72	5,636.84	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5	C VIII	FL							4,700.74	4,926.60	5,163.63	5,411.72	5,672.85	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5	D VIII	FL							4,719.94	4,945.80	5,182.83	5,430.92	5,692.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5	E VIII	FL							4,796.73	5,022.60	5,259.62	5,507.72	5,768.84	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL							5,003.09	5,253.07	5,515.98	5,791.94	6,080.80	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4	A VIII	FL							5,087.09	5,337.07	5,599.98	5,875.94	6,164.80	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4	B VIII	FL							5,159.09	5,409.07	5,671.98	5,947.94	6,236.80	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4	C VIII	FL							5,195.09	5,445.08	5,707.99	5,983.94	6,272.80	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4	D VIII	FL							5,214.29	5,464.27	5,727.19	6,003.14	6,292.00	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4	E VIII	FL							5,291.08	5,541.07	5,803.98	6,079.93	6,368.79	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL							4,764.88	5,002.94	5,253.34	5,516.13	5,791.23	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7	A VIII	FL							4,848.89	5,086.94	5,337.34	5,600.13	5,875.23	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7	B VIII	FL							4,920.88	5,158.94	5,409.34	5,672.13	5,947.23	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7	C VIII	FL							4,956.89	5,194.95	5,445.35	5,708.13	5,983.23	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7	D VIII	FL							4,976.09	5,214.14	5,464.54	5,727.33	6,002.43	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7	E VIII	FL							5,052.88	5,290.94	5,541.34	5,804.13	6,079.23	MVFF
FLEET AND FACILITIES MANAGER	E	25	B III	M	4,760.22	5,950.28	7,140.34									EGLE
FORESTRY & ROADWAY MANAGER	E	38	2	M	4,642.46	5,803.07	6,963.68									EGLE
FORESTRY COORDINATOR		16	2	P	2,864.34	3,369.81	3,875.28									EGLE
HAZARDOUS MAT SPEC NON SAFETY		40	A VIII	P	5,198.29	6,115.64	7,032.99									EGLE
HEAVY EQUIPMENT OPERATOR		17	M 6	FL							2,825.55	2,966.74	3,115.51	3,271.91	3,434.38	SEIU
HEAVY EQUIPMENT SPECIALIST		19	M 6	FL							2,968.24	3,117.04	3,273.43	3,437.42	3,608.92	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	43	2	M	5,252.05	6,565.06	7,878.07									EGLE
HUMAN RESOURCES ANALYST I		23	2	P	3,405.74	4,006.75	4,607.76									MISC
HUMAN RESOURCES ANALYST II		27	2	P	3,759.41	4,422.84	5,086.27									MISC
HUMAN RESOURCES DIRECTOR	E	0		DH				6,342.38	9,256.15	10,181.77						ESMS
HUMAN RESOURCES MANAGER	E	42	2	M	5,125.74	6,407.17	7,688.60									MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	3,163.11	3,721.31	4,279.51									MISC
INFORMATION TECHNOLOGY MANAGER	E	42	2	M	5,124.54	6,405.67	7,686.80									EGLE
IT ANALYST I		27	2	P	3,759.41	4,422.84	5,086.27									EGLE
IT ANALYST II	E	31	2	M	3,906.25	4,882.81	5,859.37									EGLE
IT DESKTOP TECHNICIAN I		13	2	P	2,659.60	3,128.94	3,598.28									EGLE
IT DESKTOP TECHNICIAN II		17	2	P	2,936.64	3,454.87	3,973.10									EGLE
IT OPERATIONS MANAGER	E	39	A 2	M	4,758.90	5,948.63	7,138.36									EGLE
JUNIOR ENGINEER (CIVIL)		26	3	P	3,666.87	4,313.97	4,961.07									EGLE
LEAD POLICE RECORDS SPECIALIST		3	V	FL							3,313.90	3,477.82	3,651.77	3,832.47	4,024.81	NPOA

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*									
LEAD PUBLIC SAFETY DISPATCHER		18	A	II	P	4,131.48	4,860.56	5,589.64								SEIU
LEGAL SECRETARY		18	A	2	P	3,010.85	3,542.18	4,073.51								MISC
LIBRARIAN I		15		4	P	2,794.66	3,287.83	3,781.00								EGLE
LIBRARIAN II		19		4	P	3,085.68	3,630.21	4,174.74								EGLE
LIBRARIAN III		23		4	P	3,393.46	3,992.31	4,591.16								EGLE
LIBRARY ASSISTANT I		6		4	FL						2,166.09	2,273.87	2,387.69	2,507.61	2,633.60	EGLE
LIBRARY ASSISTANT II		10		4	FL						2,390.73	2,510.66	2,636.65	2,767.18	2,906.85	EGLE
LIBRARY ASSISTANT III		14	A	4	FL						2,639.67	2,771.74	2,909.86	3,057.12	3,207.41	EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22		4	P	3,322.37	3,908.67	4,494.97								EGLE
LIBRARY SERVICES DIRECTOR	E	0			DH				6,342.38	9,256.15	10,181.77					ESMS
LIBRARY SERVICES MANAGER	E	35		4	M	4,310.65	5,388.31	6,465.97								EGLE
LIBRARY TECHNICIAN		1		4	FL						1,914.11	2,009.73	2,111.46	2,216.18	2,326.99	EGLE
MANAGEMENT FELLOW		18		2	P	3,010.15	3,541.35	4,072.55								EGLE
OFFICE ASSISTANT I		2	C	5	FL						1,961.64	2,061.80	2,163.57	2,271.37	2,386.74	SEIU
OFFICE ASSISTANT I - CONF		2		5	FL						1,961.64	2,061.80	2,163.57	2,271.37	2,386.74	MISC
OFFICE ASSISTANT II		6	C	5	FL						2,165.08	2,275.91	2,388.25	2,508.18	2,632.71	SEIU
OFFICE ASSISTANT II-CONF		6	A	5	FL						2,165.08	2,275.91	2,388.25	2,508.18	2,632.71	MISC
OFFICE ASSISTANT III		10	C	5	FL						2,391.30	2,511.23	2,637.26	2,767.83	2,907.53	SEIU
OFFICE ASSISTANT III - CONF		10		5	FL						2,391.30	2,511.23	2,637.26	2,767.83	2,907.53	MISC
OFFICE OF EMER SVCS COORD.		40	A	VIII	P	5,198.29	6,115.64	7,032.99								EGLE
PARKS & OPEN SPACE MANAGER	E	38		2	M	4,642.46	5,803.07	6,963.68								EGLE
PARKS & OPEN SPACE WORKER I		3	M	6	FL						2,006.12	2,107.26	2,209.95	2,318.76	2,435.20	SEIU
PARKS & OPEN SPACE WORKER II		7	M	6	FL						2,211.47	2,323.36	2,436.76	2,557.83	2,683.53	SEIU
PARKS MAINTENANCE WORKER I		10	M	6	FL						2,377.63	2,496.06	2,620.58	2,752.65	2,889.28	SEIU
PARKS MAINTENANCE WORKER II		14	M	6	FL						2,623.59	2,755.70	2,892.33	3,038.09	3,189.91	SEIU
PARKS MAINTENANCE WORKER III		18	M	6	FL						2,896.85	3,041.14	3,192.97	3,352.36	3,520.92	SEIU
PARKS SUPERVISOR		19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE
PAYROLL ACCOUNTANT I		25		2	P	3,578.66	4,210.19	4,841.72								MISC
PAYROLL ACCOUNTANT II		29		2	P	3,950.37	4,647.49	5,344.61								MISC
PAYROLL TECHNICIAN		18		2	P	3,010.85	3,542.18	4,073.51								MISC
PERFORMING ARTS ASSISTANT		11	A	4	FL						2,451.46	2,572.92	2,701.91	2,837.00	2,979.73	EGLE
PERFORMING ARTS COORDINATOR		20		4	P	3,162.38	3,720.45	4,278.52								EGLE
PERFORMING ARTS MANAGER	E	38		2	M	4,642.46	5,803.07	6,963.68								EGLE
PERFORMING ARTS SUPERVISOR	E	26		4	M	3,451.18	4,313.97	5,176.76								EGLE
PERMIT TECHNICIAN		17	C	3	FL						2,839.21	2,981.91	3,130.71	3,287.10	3,451.06	SEIU
PLAN CHECK ENGINEER	E	34		2	M	4,205.30	5,256.62	6,307.94								EGLE
PLAN CHECK EXAMINER		30		3	P	4,047.49	4,761.75	5,476.01								EGLE
PLANNING MANAGER/ZONING ADMIN	E	43		2	M	5,252.05	6,565.06	7,878.07								EGLE
POLICE ASSISTANT III-UNIFORMED		10	A	5	FL						2,439.83	2,560.88	2,688.10	2,819.90	2,960.94	NPOA
POLICE ASSISTANT II-UNIFORMED		6	A	5	FL						2,211.47	2,323.36	2,436.76	2,557.83	2,683.53	NPOA
POLICE ASSISTANT I-UNIFORMED		2	C	5	FL						2,006.12	2,107.26	2,209.95	2,318.76	2,435.20	NPOA
POLICE CAPTAIN	E	2		VII	M	7,422.28	9,277.85	11,133.42								PMGR
POLICE CAPTAIN-TIER 2	E	2		VII	M	7,422.28	9,277.85	10,131.41								PMGR
POLICE CHIEF	E	1			DH				7,442.43	10,860.60	11,946.66					DHPO
POLICE LIEUTENANT	E	1		VII	M	6,454.46	8,068.07	9,681.68								PMGR
POLICE LIEUTENANT-TIER 2	E	1		VII	M	6,454.46	8,068.07	9,003.97								PMGR

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
POLICE MEDIA/COMM REL COORD		31	2	P	4,150.39	4,882.81	5,615.23									EGLE
POLICE OFFICER		1	VII	FL						4,480.96	4,703.12	4,940.04	5,184.32	5,441.45		POA
POLICE OFFICER TRAINEE		5	V	FL						4,126.38						NPOA
POLICE RECORDS SPECIALIST		1	V	FL						2,962.60	3,108.11	3,263.69	3,424.30	3,594.94		NPOA
POLICE RECORDS SUPERVISOR		26	2	P	3,724.36	4,381.60	5,038.84									NPOA
POLICE SERGEANT		3	VII	FL						5,439.58	5,709.55	5,994.20	6,293.55	6,605.74		POA
POSTCLOSURE ENV SYSTEMS SPEC		26	M	6	FL					3,528.49	3,706.13	3,891.38	4,085.68	4,289.17		SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	M	6	FL					2,896.85	3,041.14	3,192.97	3,352.36	3,520.92		SEIU
POSTCLOSURE SUPERVISOR		19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE
PRINCIPAL CIVIL ENGINEER	E	42	3	M	5,124.54	6,405.67	7,686.80									EGLE
PRINCIPAL FINANCIAL ANALYST	E	35	2	M	4,311.66	5,389.58	6,467.50									MISC
PRINCIPAL IT ANALYST	E	37	2	M	4,528.30	5,660.38	6,792.46									EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34	2	M	4,206.27	5,257.84	6,309.41									MISC
PRINCIPAL PLANNER	E	35	2	M	4,310.65	5,388.31	6,465.97									EGLE
PROGRAM ASSISTANT		16	C	5	FL					2,772.38	2,912.07	3,057.82	3,211.18	3,370.60		SEIU
PROJECT MANAGER	E	34	2	M	4,205.30	5,256.62	6,307.94									EGLE
PROPERTY & EVIDENCE SPECIALIST		2	A	V	P	3,274.15	3,851.94	4,429.73								NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	3,577.84	4,209.22	4,840.60									EGLE
PUBLIC SAFETY DISPATCHER I		12	A	II	FL					3,376.10	3,544.07	3,722.32	3,907.38	4,102.76		SEIU
PUBLIC SAFETY DISPATCHER II		15	A	II	FL					3,765.14	3,953.66	4,150.72	4,358.09	4,575.76		SEIU
PUBLIC SAFETY DISPATCHER III		16	A	III	FL					4,140.94	4,347.98	4,565.38	4,793.64	5,033.32		SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39	2	M	4,757.81	5,947.26	7,136.71									EGLE
PUBLIC SERVICES TECHNICIAN		10	M	6	FL					2,377.63	2,496.06	2,620.58	2,752.65	2,889.28		SEIU
PUBLIC SERVICES TRAINEE		10	M	6	FL					2,377.63	2,496.06	2,620.58	2,752.65	2,889.28		SEIU
PUBLIC WORKS DIRECTOR	E	0		DH					6,342.38	9,256.15	10,181.77					ESMS
PUBLIC WORKS INSPECTOR I		25	3	FL						3,463.22	3,636.31	3,818.48	4,009.79	4,210.19		SEIU
PUBLIC WORKS INSPECTOR II		29	3	FL						3,823.05	4,014.38	4,214.74	4,425.81	4,645.95		SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2	M	4,999.54	6,249.42	7,499.30									EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36	3	M	4,419.00	5,523.75	6,628.50									EGLE
RECREATION COORDINATOR		16	4	P	2,864.34	3,369.81	3,875.28									EGLE
RECREATION LEADER II		2	A	IV	FL					1,589.29	1,668.22	1,751.67	1,839.76	1,930.81		EGLE
RECREATION MANAGER	E	38	2	M	4,642.46	5,803.07	6,963.68									EGLE
RECREATION SPECIALIST		7	B	IV	FL					2,027.96	2,129.66	2,235.92	2,346.74	2,465.13		EGLE
RECREATION SUPERVISOR	E	30	4	M	3,809.40	4,761.75	5,714.10									EGLE
RISK MANAGER	E	39	2	M	4,757.81	5,947.26	7,136.71									EGLE
SAFETY & TRAINING ADMINISTRATR		19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE
SECRETARY		15	C	5	FL					2,705.58	2,842.22	2,983.44	3,132.24	3,288.60		SEIU
SENIOR ACCOUNTANT	E	31	2	M	3,906.25	4,882.81	5,859.37									EGLE
SENIOR ASSISTANT CITY ATTORNEY	E	50	2	M	6,243.43	7,804.29	9,365.15									MISC
SENIOR BUILDING INSPECTOR		33	C	3	P	4,355.60	5,124.23	5,892.86								SEIU
SENIOR CIVIL ENGINEER	E	38	3	M	4,642.46	5,803.07	6,963.68									EGLE
SENIOR CODE ENF OFFICER		29	3	P	3,949.06	4,645.95	5,342.84									SEIU
SENIOR DEPUTY CITY ATTORNEY	E	40	2	M	4,877.93	6,097.41	7,316.89									MISC
SENIOR FINANCIAL ANALYST-CONF	E	31	2	M	3,906.25	4,882.81	5,859.37									MISC
SENIOR IT ANALYST	E	35	2	M	4,310.65	5,388.31	6,465.97									EGLE
SENIOR IT DESKTOP TECHNICIAN		21	2	P	3,241.85	3,813.94	4,386.03									EGLE

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
SENIOR MANAGEMENT ANALYST	E	31	2	M	3,906.25	4,882.81	5,859.37								EGLE	
SENIOR MANAGEMENT ANALYST-CONF	E	31	2	M	3,906.25	4,882.81	5,859.37								MISC	
SENIOR PAYROLL ACCOUNTANT	E	33	2	M	4,104.24	5,130.30	6,156.36								MISC	
SENIOR PLANNER	E	32	2	M	4,002.48	5,003.10	6,003.72								EGLE	
SENIOR PROJECT MANAGER	E	38	2	M	4,642.46	5,803.07	6,963.68								EGLE	
SENIOR PUBLIC WORKS INSPECTOR	33	C	3	P	4,355.60	5,124.23	5,892.86								SEIU	
SENIOR RECREATION COORDINATOR	20		4	P	3,162.38	3,720.45	4,278.52								EGLE	
SENIOR STAGEHAND	3		4	FL						2,011.27	2,111.46	2,217.70	2,328.52	2,445.38	EGLE	
SENIOR SYSTEMS SPECIALIST	E	37	2	M	4,528.30	5,660.38	6,792.46								EGLE	
SENIOR TICKET SERVICES REP	1		4	FL						1,914.11	2,009.73	2,111.46	2,216.18	2,326.99	EGLE	
SENIOR UTILITIES SYS TECH.	22	M	6	FL						3,197.50	3,356.95	3,525.44	3,701.58	3,886.82	SEIU	
SENIOR WATER SYSTEM OPERATOR	25	M	6	FL						3,442.39	3,615.15	3,795.65	3,985.53	4,184.75	SEIU	
SHORELINE MANAGER	E	38	2	M	4,642.46	5,803.07	6,963.68								EGLE	
SOLID WASTE PROGRAM MANAGER	E	25	A	II	4,595.10	5,743.87	6,892.64								EGLE	
SR HUMAN RESOURCES ANALYST	E	31	2	M	3,906.25	4,882.81	5,859.37								MISC	
SR POSTCLOSURE ENV SYS TECH	22	M	6	FL						3,197.50	3,356.95	3,525.44	3,701.58	3,886.82	SEIU	
STREET & LANDFILL CLOSURE MNGR	E	26	B	III	4,937.53	6,171.91	7,406.29								EGLE	
STREET LIGHTING TECHNICIAN	18	M	6	FL						2,896.85	3,041.14	3,192.97	3,352.36	3,520.92	SEIU	
STREET MAINTENANCE WORKER I	10	M	6	FL						2,377.63	2,496.06	2,620.58	2,752.65	2,889.28	SEIU	
STREET MAINTENANCE WORKER II	14	M	6	FL						2,623.59	2,755.70	2,892.33	3,038.09	3,189.91	SEIU	
STREET MAINTENANCE WORKER III	18	M	6	FL						2,896.85	3,041.14	3,192.97	3,352.36	3,520.92	SEIU	
STREET SUPERVISOR	19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE	
STREETS TECHNICIAN	10	M	6	FL						2,377.63	2,496.06	2,620.58	2,752.65	2,889.28	SEIU	
STREETSWEeper OPERATOR	16	M	6	FL						2,757.20	2,895.39	3,039.60	3,191.42	3,350.84	SEIU	
SUPERVISING BUYER	28		2	P	3,852.67	4,532.55	5,212.43								EGLE	
SUPERVISING PRKS & OPN SP WRKR	11	M	4	FL						2,436.84	2,558.30	2,685.86	2,820.95	2,962.18	SEIU	
SYSTEMS COORDINATOR/ TECHNICIAN	12	A	II	P	3,043.70	3,580.82	4,117.94								EGLE	
SYSTEMS SPECIALIST	28		2	P	3,852.67	4,532.55	5,212.43								EGLE	
TRAFFIC ENGINEER	E	43	3	M	5,252.05	6,565.06	7,878.07								EGLE	
TRAINING OFFICER I	1		VIII	FL						4,174.11	4,383.95	4,602.64	4,831.90	5,073.48	MVFF	
TRANSPORTATION MANAGER	E	41	2	M	4,999.54	6,249.42	7,499.30								EGLE	
TRANSPORTATION PLANNER	E	38	3	M	4,642.46	5,803.07	6,963.68								EGLE	
TREE SUPERVISOR/ ARBORIST	20	B	III	P	4,217.81	4,962.13	5,706.45								EGLE	
TREE TRIMMER I	12	M	6	FL						2,497.59	2,622.10	2,754.19	2,890.82	3,036.58	SEIU	
TREE TRIMMER II	16	M	6	FL						2,757.20	2,895.39	3,039.60	3,191.42	3,350.84	SEIU	
TREE TRIMMER III	20	M	6	FL						3,042.64	3,194.46	3,355.42	3,522.41	3,698.55	SEIU	
UTILITIES ELECTRICIAN	26	M	6	FL						3,528.49	3,706.13	3,891.38	4,085.68	4,289.17	SEIU	
UTILITIES INSPECTOR LOCATOR	19	M	6	FL						2,968.24	3,117.04	3,273.43	3,437.42	3,608.92	SEIU	
UTILITIES SERVICES MANAGER	E	42	3	M	5,124.54	6,405.67	7,686.80								EGLE	
UTILITIES SYSTEMS SPECIALIST	26	M	6	FL						3,528.49	3,706.13	3,891.38	4,085.68	4,289.17	SEIU	
UTILITIES SYSTEMS SUPERVISOR	19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE	
UTILITIES SYSTEMS TECHNICIAN	18	M	6	FL						2,896.85	3,041.14	3,192.97	3,352.36	3,520.92	SEIU	
VOLUNTEER COORDINATOR	20		4	P	3,162.38	3,720.45	4,278.52								EGLE	
WAREHOUSE WORKER	10	M	6	FL						2,377.63	2,496.06	2,620.58	2,752.65	2,889.28	SEIU	
WASTEWATER SUPERVISOR	19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE	
WASTEWATER UTILITY WORKER I	12	M	6	FL						2,497.59	2,622.10	2,754.19	2,890.82	3,036.58	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*									
WASTEWATER UTILITY WORKER II		16	M	6	FL						2,757.20	2,895.39	3,039.60	3,191.42	3,350.84	SEIU
WASTEWATER UTILITY WORKER III		20	M	6	FL						3,042.64	3,194.46	3,355.42	3,522.41	3,698.55	SEIU
WATER ENVIRONMENT SPECIALIST		14		III	P	3,626.42	4,266.38	4,906.34								SEIU
WATER OPERATIONS SPECIALIST		26	M	6	FL						3,528.49	3,706.13	3,891.38	4,085.68	4,289.17	SEIU
WATER QUALITY SUPERVISOR		19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE
WATER QUALITY TECHNICIAN		25	M	6	FL						3,442.39	3,615.15	3,795.65	3,985.53	4,184.75	SEIU
WATER RESOURCE MANAGER	E	34		2	M	4,205.30	5,256.62	6,307.94								EGLE
WATER RESOURCES TECHNICIAN		19	M	6	FL						2,968.24	3,117.04	3,273.43	3,437.42	3,608.92	SEIU
WATER SUPERINTENDENT	E	22	A	III	M	4,269.65	5,337.06	6,404.47								EGLE
WATER SYSTEM OPERATOR		21	M	6	FL						3,118.70	3,274.33	3,439.30	3,610.49	3,791.01	SEIU
WATER UTILITY WORKER I		12	M	6	FL						2,497.59	2,622.10	2,754.19	2,890.82	3,036.58	SEIU
WATER UTILITY WORKER II		16	M	6	FL						2,757.20	2,895.39	3,039.60	3,191.42	3,350.84	SEIU
WATER UTILITY WORKER III		20	M	6	FL						3,042.64	3,194.46	3,355.42	3,522.41	3,698.55	SEIU
WILDLIFE PRESERVATION COORD		16		4	P	2,864.34	3,369.81	3,875.28								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	06/28/2020	06/23/2020	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/28/2020	09/22/2020	COLA adjustment for City Attorney, City Clerk, City Manager - retro to June 28, 2020