

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2021

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW
AUTHORIZING THE CITY MANAGER OR DESIGNEE TO AMEND THE
CLASSIFICATION AND SALARY PLAN FOR REGULAR EMPLOYEES FOR
FISCAL YEAR 2020-21

WHEREAS, there is a need to establish new classifications and remove existing classifications; and

WHEREAS, the City Manager has recommended these classification changes midyear to be part of the Fiscal Year 2020-21 budget; and

WHEREAS, these changes need to be reflected in the City's salary plans for regular employees;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Mountain View that Council hereby authorizes the City Manager or designee to amend the classification and salary plan for regular employees for Fiscal Year 2021 as follows and included in the Fiscal Year 2020-21 budget effective the pay period starting February 21, 2021.

1. New Classifications:

- Planning Board Clerk
- Senior Librarian

2. Remove Eliminated Classifications:

- Librarian III
- Water Environment Specialist

LB/6/RESO/035-02-09-21r

Exhibit: A. Regular Salary Plan and Position Listing – Fiscal Year 2020-21

Exhibit A

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2020-21
 Revision No. 3

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**						
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
COMMUNITY OUTREACH COORD		16		4	P	2,864.34	3,369.81	3,875.28								EGLE

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					Control Point			Dept. Head Salary Range								
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
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
COUNCILMEMBER				Council		533.97										MI-CC
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
EMERGENCY COMMUNICATIONS MGR	E	39	2	M	4,757.81	5,947.26	7,136.71									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

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					Control Point			Dept. Head Salary Range									
					Min	Cntl. Pt.	Max*	Min	Std.	Max**							
FACILITIES MAINTENANCE I		12	M	6	FL							2,497.59	2,622.10	2,754.19	2,890.82	3,036.58	SEIU
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

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					Control Point			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step		5th Step
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
FIRE PREVENTION OFFICER II		3	VIII	FL							4,380.46	4,599.10	4,830.13	5,069.95	5,323.86	MVFF
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

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2020-21
Revision No. 3

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Min	Dept. Std.	Dept. Max**	1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point											
					Min	Cntl. Pt.	Max*									
LEAD POLICE RECORDS SPECIALIST		3	V	FL							3,313.90	3,477.82	3,651.77	3,832.47	4,024.81	NPOA
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
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
MAYOR					Council		667.49									MI-CC
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 BOARD CLERK		22		2	P	3,322.37	3,908.67	4,494.97								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

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2020-21
Revision No. 3

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

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2020-21
Revision No. 3

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
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
SENIOR LIBRARIAN		23	4	P	3,393.46	3,992.31	4,591.16									EGLE
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	M	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	M	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

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2020-21
Revision No. 3

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
WAREHOUSE WORKER		10	M	6	FL											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											SEIU
WASTEWATER UTILITY WORKER II		16	M	6	FL											SEIU
WASTEWATER UTILITY WORKER III		20	M	6	FL											SEIU
WATER OPERATIONS SPECIALIST		26	M	6	FL											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											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											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											SEIU
WATER UTILITY WORKER I		12	M	6	FL											SEIU
WATER UTILITY WORKER II		16	M	6	FL											SEIU
WATER UTILITY WORKER III		20	M	6	FL											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.

***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	06/28/2020	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
Revision No. 2	6/28/2020	10/13/2020	CalPERS requires position and payrate of Councilmember and Mayor classifications to be listed on salary plan; added Emergency Communications Manager and removed Communications Operations Supervisor (approved midyear budget Feb. 2020)
Revision No. 3	2/21/2021	2/9/2021	Midyear Budget updates to add Planning Board Clerk and Senior Librarian and remove Librarian III and Water Environment Specialist