

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2023

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW
AUTHORIZING THE CITY MANAGER OR DESIGNEE TO AMEND THE
CLASSIFICATION AND SALARY PLAN FOR REGULAR EMPLOYEES FOR FISCAL YEAR 2022-23

WHEREAS, on June 28, 2022, the Mountain View City Council adopted a resolution for employee compensation for the period, including July 1, 2022 through June 30, 2023; and

WHEREAS, on October 25, 2022, the City Council adopted revised salary plans for Fiscal Year 2022-23; and

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

WHEREAS, the City Manager has recommended these classification changes as part of the Fiscal Year 2022-23 Midyear Budget; and

WHEREAS, these changes need to be reflected in the City's Salary Plan for regular employees; now, therefore, be it

RESOLVED: that the City Council of the City of Mountain View adopts the revised salary plan document attached as Exhibit A.

NEW CLASSIFICATIONS

New Classifications for Salary Plan for Regular Employees:

1. Sustainability Program Manager

REMOVE ELIMINATED CLASSIFICATIONS

Eliminated Classifications for Salary Plan for Regular Employees:

1. Environmental Sustainability Coordinator
2. Planning Manager/Zoning Administrator

AC/1/RESO
036-02-28-23r

Exhibit: A. Fiscal Year 2022-23 Salary Plan for Regular Employees and Elected Officials,
Revision No. 2

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2022-23
Revision No. 2

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

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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	Std.	Max**
					Min	Cntl. Pt.	Max*	Min	Std.	Max**									
BUSINESS DEVELPMNT SPECIALIST BUYER	E	33	2	M	4,437.70	5,547.12	6,656.54								EGLE				
CHIEF BLDG OFFICIAL	E	44	3	M	5,822.10	7,277.62	8,733.14								EGLE				
CHIEF COMMUNICATIONS OFFICER	E	46	2	M	6,118.85	7,648.56	9,178.27								MISC				
CHIEF SUSTAIN & RSLNCE OFFICER	E	46	2	M	6,117.42	7,646.77	9,176.12								EGLE				
CIO/INFORMATION TECHNOLOGY DIR	E	0		DH				8,248.67	10,310.84	11,341.92					ESMS				
CITY ATTORNEY	E	0		DH		11,832.69									CA				
CITY CLERK	E	0		DH		7,487.29									CC				
CITY MANAGER	E	0		DH		14,336.91									CM				
CODE ENFORCEMENT OFFICER I		23	3	FL							3,564.86	3,743.82	3,931.00	4,128.06	4,333.30	SEIU			
CODE ENFORCEMENT OFFICER II		27	3	FL							3,935.96	4,131.33	4,338.26	4,554.96	4,783.22	SEIU			
COMMUNICATION COORDINATOR		31	2	P	4,488.64	5,280.75	6,072.86								EGLE				
COMMUNITY OUTREACH COORD		16	4	P	3,097.77	3,644.44	4,191.11								EGLE				
COMMUNITY SERVICES DIRECTOR	E	0		DH				8,248.67	10,310.84	11,341.92					ESMS				
COMMUNITY SERVICES OFFICER		2	V	FL							3,269.13	3,433.80	3,603.83	3,781.16	3,967.52	NPOA			
COPY CENTER TECHNICIAN		10	5	FL							2,585.57	2,715.28	2,851.54	2,992.71	3,143.76	EGLE			
CRIME ANALYST		27	2	P	4,065.81	4,783.31	5,500.81								EGLE				
COUNCILMEMBER				COUNCIL		577.49									COUN				
CROSS CONNECTION CONTROL SPEC		19	M 6	FL							3,210.15	3,371.08	3,540.21	3,717.57	3,903.05	SEIU			
CUSTOMER SVC. REPRESENTATIVE		5	C 5	FL							2,284.05	2,397.35	2,517.23	2,643.66	2,775.03	SEIU			
DEP PUB WRKS DIR/AST CTY ENG	E	48	3	M	6,433.27	8,041.59	9,649.91								EGLE				
DEPUTY BUILDING OFFICIAL	E	36	2	M	4,779.14	5,973.93	7,168.72								EGLE				
DEPUTY CITY ATTORNEY	E	37	2	M	4,898.50	6,123.12	7,347.74								MISC				
DEPUTY CITY CLERK		22	2	P	3,593.15	4,227.23	4,861.31								EGLE				
DEPUTY CITY MANAGER	E	42	2	M	5,543.49	6,929.36	8,315.23								MISC				
DEPUTY FIRE CHIEF	E	7	VIII	M	7,960.19	9,950.24	11,940.29								FMGR				
DEPUTY FIRE MARSHAL		13	VIII	FL							5,955.26	6,253.70	6,566.18	6,894.70	7,239.25	MVFF			
DEPUTY FIRE MARSHAL-LVL 1		13	A VIII	FL							6,046.11	6,344.54	6,657.02	6,985.54	7,330.09	MVFF			
DEPUTY FIRE MARSHAL-LVL 2		13	B VIII	FL							6,123.98	6,422.41	6,734.89	7,063.41	7,407.96	MVFF			
DEPUTY FIRE MARSHAL-LVL 3		13	C VIII	FL							6,162.91	6,461.35	6,773.83	7,102.35	7,446.90	MVFF			
DEPUTY FIRE MARSHAL-LVL 4		13	D VIII	FL							6,183.68	6,482.11	6,794.60	7,123.12	7,467.66	MVFF			
DEPUTY FIRE MARSHAL-LVL 5		13	E VIII	FL							6,266.73	6,565.17	6,877.65	7,206.16	7,550.72	MVFF			
DEPUTY ZONING ADMINISTRATOR	E	36	2	M	4,779.14	5,973.93	7,168.72								EGLE				
DEV SRVCS COORD		33	C 3	P	4,710.58	5,541.86	6,373.14								SEIU				
DIGITAL ENGAGMNT MRKTNG STRTGS	E	34	2	M	4,549.09	5,686.36	6,823.63								MISC				
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2,585.57	2,715.28	2,851.54	2,992.71	3,143.76	EGLE			
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2,853.14	2,996.03	3,147.02	3,302.97	3,468.81	EGLE			

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
DOCUMENT PROC. TECHNICIAN III		18	5	FL							3,150.29	3,307.92	3,473.75	3,647.73	3,829.97	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3,594.00	4,228.24	4,862.48									MISC
ECONOMIC VITALITY MANAGER	E	43	2	M	5,680.09	7,100.11	8,520.13									EGLE
EMERGENCY COMMUNICATIONS MGR		39	2	M	5,145.57	6,431.96	7,718.35									EGLE
ENGINEERING ASSISTANT I		16	3	FL							2,995.05	3,144.50	3,302.09	3,467.95	3,640.36	SEIU
ENGINEERING ASSISTANT II		20	C 3	FL							3,307.03	3,472.90	3,646.93	3,829.18	4,019.68	SEIU
ENGINEERING ASSISTANT III		24	C 3	FL							3,655.16	3,837.42	4,029.54	4,231.51	4,441.69	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3,921.98	4,614.09	5,306.20									SEIU
ENVIRONMENTAL SAFETY COORD.		33	C 3	P	4,710.58	5,541.86	6,373.14									SEIU
EQUIPMENT MAINT. SUPERVISOR		19	B III	P	4,399.69	5,176.10	5,952.52									EGLE
EQUIPMENT MECHANIC I		16	M 6	FL							2,981.92	3,131.36	3,287.33	3,451.52	3,623.94	SEIU
EQUIPMENT MECHANIC II		20	M 6	FL							3,290.62	3,454.80	3,628.88	3,809.48	3,999.99	SEIU
EQUIPMENT MECHANIC III		24	M 6	FL							3,632.16	3,814.43	4,004.90	4,205.25	4,415.41	SEIU
EQUIPMENT SERVICE WORKER		10	M 6	FL							2,571.41	2,699.49	2,834.16	2,976.99	3,124.76	SEIU
EXECUTIVE ASSISTANT		18	C 2	P	3,256.24	3,830.87	4,405.50									SEIU
EXECUTIVE ASST. TO THE CA		22	2	P	3,594.00	4,228.24	4,862.48									MISC
EXECUTIVE ASST. TO THE CM		22	2	P	3,594.00	4,228.24	4,862.48									MISC
FACILITIES CONTRACT COORDINATR		26	2	P	3,965.73	4,665.56	5,365.39									EGLE
FACILITIES MAINT. SUPERVISOR		19	B III	P	4,399.69	5,176.10	5,952.52									EGLE
FACILITIES MAINTENANCE I		12	M 6	FL							2,701.15	2,835.80	2,978.66	3,126.42	3,284.06	SEIU
FACILITIES MAINTENANCE II		16	M 6	FL							2,981.92	3,131.36	3,287.33	3,451.52	3,623.94	SEIU
FACILITIES MAINTENANCE III		20	M 6	FL							3,290.62	3,454.80	3,628.88	3,809.48	3,999.99	SEIU
FACILITIES PROJECT MANAGER	E	36	2	M	4,779.14	5,973.93	7,168.72									EGLE
FINANCE AND ADMIN SVCS DIR	E	0		DH				8,248.67	10,310.84	11,341.92						ESMS
FINANCIAL ANALYST I		23	2	P	3,670.03	4,317.68	4,965.33									EGLE
FINANCIAL ANALYST I - CONF		23	2	P	3,683.31	4,333.30	4,983.30									MISC
FINANCIAL ANALYST II		27	2	P	4,065.81	4,783.31	5,500.81									EGLE
FINANCIAL ANALYST II - CONF		27	2	P	4,065.81	4,783.31	5,500.81									MISC
FIRE CAPTAIN		12	VIII	FL							5,945.22	6,243.71	6,554.17	6,882.69	7,227.21	MVFF
FIRE CAPTAIN/HAZ MAT		15	VIII	FL							6,242.45	6,555.88	6,881.84	7,226.79	7,588.53	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15	A VIII	FL							6,333.30	6,646.73	6,972.68	7,317.64	7,679.37	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15	B VIII	FL							6,411.16	6,724.60	7,050.55	7,395.51	7,757.24	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15	C VIII	FL							6,450.11	6,763.53	7,089.48	7,434.44	7,796.19	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15	D VIII	FL							6,470.87	6,784.29	7,110.24	7,455.20	7,816.96	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15	E VIII	FL							6,553.92	6,867.34	7,193.31	7,538.25	7,900.00	MVFF
FIRE CAPTAIN-LEVEL 1		12	A VIII	FL							6,036.06	6,334.56	6,645.02	6,973.53	7,318.06	MVFF
FIRE CAPTAIN-LEVEL 2		12	B VIII	FL							6,113.93	6,412.42	6,722.89	7,051.40	7,395.93	MVFF

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					Min	Cntl. Pt.	Max*									
FIRE CAPTAIN-LEVEL 3		12 C	VIII	FL							6,152.87	6,451.36	6,761.82	7,090.34	7,434.87	MVFF
FIRE CAPTAIN-LEVEL 4		12 D	VIII	FL							6,173.62	6,472.12	6,782.58	7,111.10	7,455.63	MVFF
FIRE CAPTAIN-LEVEL 5		12 E	VIII	FL							6,256.69	6,555.17	6,865.64	7,194.16	7,538.68	MVFF
FIRE CHIEF	E	1		DH				9,866.42	12,333.03	13,566.33						DHFI
FIRE ENGINEER		6	VIII	FL							5,095.99	5,349.67	5,618.52	5,898.90	6,194.56	MVFF
FIRE ENGINEER/HAZ MAT		9	VIII	FL							5,350.79	5,617.08	5,899.45	6,193.82	6,504.26	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9 A	VIII	FL							5,441.64	5,707.93	5,990.29	6,284.67	6,595.10	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2		9 B	VIII	FL							5,519.50	5,785.79	6,068.16	6,362.54	6,672.97	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3		9 C	VIII	FL							5,558.45	5,824.74	6,107.10	6,401.48	6,711.92	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4		9 D	VIII	FL							5,579.20	5,845.50	6,127.86	6,422.25	6,732.68	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5		9 E	VIII	FL							5,662.26	5,928.55	6,210.92	6,505.30	6,815.73	MVFF
FIRE ENGINEER/PARAMEDIC		11	VIII	FL							5,656.70	5,940.88	6,236.49	6,549.27	6,877.32	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 1		11 A	VIII	FL							5,747.54	6,031.72	6,327.33	6,640.12	6,968.17	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 2		11 B	VIII	FL							5,825.41	6,109.59	6,405.20	6,717.98	7,046.04	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 3		11 C	VIII	FL							5,864.34	6,148.53	6,444.13	6,756.93	7,084.97	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 4		11 D	VIII	FL							5,885.11	6,169.29	6,464.89	6,777.70	7,105.74	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 5		11 E	VIII	FL							5,968.17	6,252.34	6,547.96	6,860.74	7,188.79	MVFF
FIRE ENGINEER/PMEDIC/HM		8	VIII	FL							5,940.90	6,237.94	6,549.84	6,877.32	7,221.20	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		8 A	VIII	FL							6,031.75	6,328.79	6,640.68	6,968.17	7,312.04	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2		8 B	VIII	FL							6,109.61	6,406.66	6,718.55	7,046.04	7,389.91	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3		8 C	VIII	FL							6,148.55	6,445.60	6,757.50	7,084.97	7,428.84	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		8 D	VIII	FL							6,169.31	6,466.35	6,778.25	7,105.74	7,449.61	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		8 E	VIII	FL							6,252.36	6,549.42	6,861.31	7,188.79	7,532.67	MVFF
FIRE ENGINEER-LEVEL 1		6 A	VIII	FL							5,186.83	5,440.51	5,709.36	5,989.75	6,285.40	MVFF
FIRE ENGINEER-LEVEL 2		6 B	VIII	FL							5,264.70	5,518.38	5,787.23	6,067.61	6,363.27	MVFF
FIRE ENGINEER-LEVEL 3		6 C	VIII	FL							5,303.63	5,557.32	5,826.18	6,106.56	6,402.21	MVFF
FIRE ENGINEER-LEVEL 4		6 D	VIII	FL							5,324.39	5,578.07	5,846.95	6,127.33	6,422.98	MVFF
FIRE ENGINEER-LEVEL 5		6 E	VIII	FL							5,407.46	5,661.14	5,929.99	6,210.37	6,506.02	MVFF
FIRE MARSHAL NON-SAFETY	E	51	VIII	M	6,921.09	8,651.36	10,381.63									EGLE
FIRE PREVENTION OFFICER I		1	VIII	FL							4,514.30	4,741.24	4,977.76	5,225.70	5,486.96	MVFF
FIRE PREVENTION OFFICER II		3	VIII	FL							4,737.46	4,973.92	5,223.78	5,483.15	5,757.76	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL							5,507.93	5,782.59	6,072.51	6,375.70	6,694.22	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	5,406.99	6,758.74	8,110.49									EGLE
FIREFIGHTER		2	VIII	FL							4,643.97	4,876.65	5,120.78	5,376.36	5,645.27	MVFF
FIREFIGHTER LEVEL 1		2 A	VIII	FL							4,734.83	4,967.50	5,211.62	5,467.20	5,736.12	MVFF
FIREFIGHTER LEVEL 2		2 B	VIII	FL							4,812.69	5,045.37	5,289.49	5,545.07	5,813.99	MVFF
FIREFIGHTER LEVEL 3		2 C	VIII	FL							4,851.63	5,084.30	5,328.44	5,584.00	5,852.93	MVFF

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FIREFIGHTER LEVEL 4		2 D	VIII	FL							4,872.40	5,105.07	5,349.18	5,604.76	5,873.69	MVFF
FIREFIGHTER LEVEL 5		2 E	VIII	FL							4,955.44	5,188.12	5,432.25	5,687.83	5,956.74	MVFF
FIREFIGHTER/HAZ MAT		5	VIII	FL							4,876.19	5,120.47	5,376.82	5,645.13	5,927.53	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5 A	VIII	FL							4,967.04	5,211.32	5,467.66	5,735.97	6,018.38	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5 B	VIII	FL							5,044.90	5,289.19	5,545.53	5,813.84	6,096.25	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5 C	VIII	FL							5,083.85	5,328.12	5,584.47	5,852.77	6,135.19	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5 D	VIII	FL							5,104.62	5,348.88	5,605.23	5,873.54	6,155.94	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5 E	VIII	FL							5,187.66	5,431.94	5,688.28	5,956.60	6,239.01	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL							5,410.84	5,681.19	5,965.53	6,263.98	6,576.38	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4 A	VIII	FL							5,501.68	5,772.04	6,056.38	6,354.83	6,667.23	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4 B	VIII	FL							5,579.55	5,849.91	6,134.25	6,432.70	6,745.10	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4 C	VIII	FL							5,618.49	5,888.85	6,173.19	6,471.63	6,784.03	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4 D	VIII	FL							5,639.26	5,909.61	6,193.96	6,492.39	6,804.80	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4 E	VIII	FL							5,722.30	5,992.66	6,277.00	6,575.45	6,887.84	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL							5,153.22	5,410.68	5,681.49	5,965.69	6,263.22	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7 A	VIII	FL							5,244.08	5,501.53	5,772.33	6,056.54	6,354.06	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7 B	VIII	FL							5,321.94	5,579.40	5,850.20	6,134.40	6,431.93	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7 C	VIII	FL							5,360.88	5,618.34	5,889.15	6,173.34	6,470.87	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7 D	VIII	FL							5,381.64	5,639.09	5,909.90	6,194.11	6,491.62	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7 E	VIII	FL							5,464.69	5,722.15	5,992.96	6,277.16	6,574.69	MVFF
FLEET AND FACILITIES MANAGER	E	25 B	III	M	5,148.18	6,435.23	7,722.28									EGLE
FORESTRY & ROADWAY MANAGER	E	38	2	M	5,020.82	6,276.02	7,531.22									EGLE
FORESTRY COORDINATOR		16	2	P	3,097.77	3,644.44	4,191.11									EGLE
HAZ MAT INSPECTOR NON SAFETY		30	VIII	P	4,377.36	5,149.83	5,922.30									EGLE
HAZARDOUS MAT SPEC NON SAFETY		40 A	VIII	P	5,621.96	6,614.07	7,606.18									EGLE
HEAVY EQUIPMENT OPERATOR		18 M	6	FL							3,132.95	3,288.99	3,453.20	3,625.58	3,807.88	SEIU
HEAVY EQUIPMENT SPECIALIST		20 M	6	FL							3,290.62	3,454.80	3,628.88	3,809.48	3,999.99	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	43	2	M	5,680.09	7,100.11	8,520.13									EGLE
HOUSING OFFICER	E	32	2	M	4,328.68	5,410.85	6,493.02									EGLE
HOUSING SPECIALIST I		24	2	P	3,774.54	4,440.64	5,106.74									EGLE
HOUSING SPECIALIST II		28	2	P	4,166.67	4,901.96	5,637.25									EGLE
HUMAN RESOURCES ANALYST I		23	2	P	3,683.31	4,333.30	4,983.30									MISC
HUMAN RESOURCES ANALYST II		27	2	P	4,065.81	4,783.31	5,500.81									MISC
HUMAN RESOURCES DIRECTOR	E	0		DH				8,248.67	10,310.84	11,341.92						ESMS
HUMAN RESOURCES MANAGER	E	42	2	M	5,543.49	6,929.36	8,315.23									MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	3,420.91	4,024.60	4,628.29									MISC
HUMAN SERVICES MANAGER	E	34	2	M	4,548.03	5,685.04	6,822.05									EGLE

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*									
INFORMATION TECHNOLOGY MANAGER	E	42	2	M	5,542.18	6,927.73	8,313.28								EGLE	
IT ANALYST I		27	2	P	4,065.81	4,783.31	5,500.81								EGLE	
IT ANALYST II	E	31	2	M	4,224.60	5,280.75	6,336.90								EGLE	
IT APPLICATIONS MANAGER	E	39 A	2	M	5,146.75	6,433.44	7,720.13								EGLE	
IT DESKTOP TECHNICIAN I		13	2	P	2,876.36	3,383.95	3,891.54								EGLE	
IT DESKTOP TECHNICIAN II		17	2	P	3,175.98	3,736.45	4,296.92								EGLE	
IT OPERATIONS MANAGER	E	39 A	2	M	5,146.75	6,433.44	7,720.13								EGLE	
JUNIOR ENGINEER (CIVIL)		28	3	P	4,166.67	4,901.96	5,637.25								EGLE	
JUNIOR PLANNER		21	2	P	3,506.06	4,124.78	4,743.50								EGLE	
LEAD POLICE RECORDS SPECIALIST		3	V	FL						3,583.99	3,761.26	3,949.39	4,144.81	4,352.83	NPOA	
LEAD PUBLIC SAFETY DISPATCHER		18 A	II	P	4,468.20	5,256.70	6,045.21								SEIU	
LEGAL SECRETARY		18 A	2	P	3,256.24	3,830.87	4,405.50								MISC	
LIBRARIAN I		15	4	P	3,022.41	3,555.78	4,089.15								EGLE	
LIBRARIAN II		19	4	P	3,337.17	3,926.08	4,514.99								EGLE	
LIBRARY ASSISTANT I		6	4	FL						2,342.62	2,459.19	2,582.29	2,711.98	2,848.24	EGLE	
LIBRARY ASSISTANT II		10	4	FL						2,585.57	2,715.28	2,851.54	2,992.71	3,143.76	EGLE	
LIBRARY ASSISTANT III		14 A	4	FL						2,854.80	2,997.63	3,147.02	3,306.27	3,468.81	EGLE	
LIBRARY CUSTOMER SERVICE SUPRV		22	4	P	3,593.15	4,227.23	4,861.31								EGLE	
LIBRARY DIRECTOR	E	0		DH				8,248.67	10,310.84	11,341.92					ESMS	
LIBRARY MANAGER	E	35	4	M	4,661.97	5,827.46	6,992.95								EGLE	
LIBRARY TECHNICIAN		1	4	FL						2,070.11	2,173.52	2,283.54	2,396.80	2,516.64	EGLE	
MANAGEMENT FELLOW		18	2	P	3,255.47	3,829.97	4,404.47								EGLE	
MAYOR				COUNCIL		721.90									COUN	
NETWORK ARCHITECT		39 A	2	M	5,146.75	6,433.44	7,720.13								EGLE	
OFFICE ASSISTANT		7 C	5	FL						2,402.30	2,520.50	2,648.60	2,779.95	2,919.55	SEIU	
OFFICE ASSISTANT-CONF		7 A	5	FL						2,402.30	2,520.50	2,648.60	2,779.95	2,919.55	MISC	
OFFICE OF EMER SVCS COORD.		40 A	VIII	P	5,621.96	6,614.07	7,606.18								EGLE	
PARKS & OPEN SPACE MANAGER	E	38	2	M	5,020.82	6,276.02	7,531.22								EGLE	
PARKS & OPEN SPACE WORKER I		3 M	6	FL						2,169.62	2,279.00	2,390.06	2,507.74	2,633.67	SEIU	
PARKS & OPEN SPACE WORKER II		7 M	6	FL						2,391.70	2,512.71	2,635.35	2,766.29	2,902.24	SEIU	
PARKS MAINTENANCE WORKER I		10 M	6	FL						2,571.41	2,699.49	2,834.16	2,976.99	3,124.76	SEIU	
PARKS MAINTENANCE WORKER II		14 M	6	FL						2,837.42	2,980.29	3,128.06	3,285.69	3,449.89	SEIU	
PARKS MAINTENANCE WORKER III		18 M	6	FL						3,132.95	3,288.99	3,453.20	3,625.58	3,807.88	SEIU	
PARKS SUPERVISOR		19 B	III	P	4,399.69	5,176.10	5,952.52								EGLE	
PAYROLL ACCOUNTANT I		25	2	P	3,870.32	4,553.32	5,236.32								MISC	
PAYROLL ACCOUNTANT II		29	2	P	4,272.32	5,026.26	5,780.20								MISC	
PAYROLL TECHNICIAN		18	2	P	3,256.24	3,830.87	4,405.50								MISC	

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PERFORMING ARTS ASSISTANT		11 A	4	FL							2,651.25	2,782.62	2,922.12	3,068.22	3,222.58	EGLE
PERFORMING ARTS COORDINATOR		20	4	P	3,420.11	4,023.66	4,627.21									EGLE
PERFORMING ARTS MANAGER	E	38	2	M	5,020.82	6,276.02	7,531.22									EGLE
PERFORMING ARTS SUPERVISOR	E	26	4	M	3,732.45	4,665.56	5,598.67									EGLE
PERMIT TECHNICIAN		18 C	3	FL							3,152.68	3,310.31	3,474.52	3,648.57	3,830.87	SEIU
PLAN CHECK ENGINEER	E	34	2	M	4,548.03	5,685.04	6,822.05									EGLE
PLAN CHECK EXAMINER		30	3	P	4,377.36	5,149.83	5,922.30									EGLE
PLANNING BOARD CLERK		18 C	2	P	3,256.24	3,830.87	4,405.50									SEIU
POLICE ASSISTANT III-UNIFORMED		10 A	5	FL							2,638.67	2,769.60	2,907.18	3,049.72	3,202.26	NPOA
POLICE ASSISTANT II-UNIFORMED		6 A	5	FL							2,391.70	2,512.71	2,635.35	2,766.29	2,902.24	NPOA
POLICE ASSISTANT I-UNIFORMED		2 C	5	FL							2,169.62	2,279.00	2,390.06	2,507.74	2,633.67	NPOA
POLICE CAPTAIN	E	2	VII	M	8,027.20	10,034.00	12,040.80									PMGR
POLICE CAPTAIN-TIER 2	E	2	VII	M	8,027.20	10,034.00	10,957.13									PMGR
POLICE CHIEF	E	1		DH				9,866.42	12,333.03	13,566.33						DHPO
POLICE LIEUTENANT	E	1	VII	M	6,980.50	8,725.62	10,470.74									PMGR
POLICE LIEUTENANT-TIER 2	E	1	VII	M	6,980.50	8,725.62	9,737.79									PMGR
POLICE MEDIA/COMM REL COORD		31	2	P	4,488.64	5,280.75	6,072.86									EGLE
POLICE OFFICER		1	VII	FL							4,846.16	5,086.42	5,342.65	5,606.84	5,884.92	POA
POLICE OFFICER TRAINEE		5	V	FL							4,462.68					NPOA
POLICE RECORDS SPECIALIST		1	V	FL							3,204.05	3,361.42	3,529.68	3,703.38	3,887.93	NPOA
POLICE RECORDS SUPERVISOR		26	2	P	4,027.90	4,738.70	5,449.51									NPOA
POLICE SERGEANT		3	VII	FL							5,882.91	6,174.88	6,482.73	6,806.48	7,144.11	POA
POSTCLOSURE ENV SYSTEMS SPEC		26 M	6	FL							3,816.06	4,008.18	4,208.53	4,418.66	4,638.74	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18 M	6	FL							3,132.95	3,288.99	3,453.20	3,625.58	3,807.88	SEIU
POSTCLOSURE SUPERVISOR		19 B	III	P	4,399.69	5,176.10	5,952.52									EGLE
PRINCIPAL CIVIL ENGINEER	E	44	3	M	5,822.10	7,277.62	8,733.14									EGLE
PRINCIPAL FINANCIAL ANALYST	E	35	2	M	4,663.06	5,828.83	6,994.60									MISC
PRINCIPAL IT ANALYST	E	37	2	M	4,897.36	6,121.70	7,346.04									EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34	2	M	4,549.09	5,686.36	6,823.63									MISC
PRINCIPAL PLANNER	E	36	2	M	4,779.14	5,973.93	7,168.72									EGLE
PRINCIPAL PROJECT MANAGER	E	44	3	M	5,822.10	7,277.62	8,733.14									EGLE
PROGRAM ASSISTANT		16 C	5	FL							2,998.33	3,149.40	3,307.03	3,472.90	3,645.31	SEIU
PROJECT MANAGER	E	36	2	M	4,779.14	5,973.93	7,168.72									EGLE
PROPERTY & EVIDENCE SPECIALIST		2 A	V	P	3,541.00	4,165.88	4,790.76									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	3,869.44	4,552.28	5,235.12									EGLE
PUBLIC SAFETY DISP COORDINATOR		33 C	3	P	4,710.58	5,541.86	6,373.14									SEIU
PUBLIC SAFETY DISPATCHER I		12 A	II	FL							3,651.25	3,832.91	4,025.69	4,225.83	4,437.13	SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PUBLIC SAFETY DISPATCHER II		15 A	II	FL							4,071.99	4,275.88	4,489.00	4,713.27	4,948.68	SEIU
PUBLIC SAFETY DISPATCHER III		16 A	III	FL							4,478.43	4,702.34	4,937.46	5,184.32	5,443.54	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39	2	M	5,145.57	6,431.96	7,718.35									EGLE
PUBLIC SERVICES TECHNICIAN		10 M	6	FL							2,571.41	2,699.49	2,834.16	2,976.99	3,124.76	SEIU
PUBLIC SERVICES TRAINEE		10 M	6	FL							2,571.41	2,699.49	2,834.16	2,976.99	3,124.76	SEIU
PUBLIC WORKS DIRECTOR	E	0		DH				8,248.67	10,310.84	11,341.92						ESMS
PUBLIC WORKS INSPECTOR I		25	3	FL							3,745.48	3,932.67	4,129.68	4,336.58	4,553.32	SEIU
PUBLIC WORKS INSPECTOR II		29	3	FL							4,134.63	4,341.55	4,558.24	4,786.51	5,024.60	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2	M	5,406.99	6,758.74	8,110.49									EGLE
REAL PROPERTY PROGRAM ADMIN.	E	38	3	M	5,020.82	6,276.02	7,531.22									EGLE
RECREATION COORDINATOR		16	4	P	3,097.77	3,644.44	4,191.11									EGLE
RECREATION LEADER II		2 A	IV	FL							1,718.82	1,804.18	1,894.43	1,989.70	2,088.17	EGLE
RECREATION MANAGER	E	38	2	M	5,020.82	6,276.02	7,531.22									EGLE
RECREATION SPECIALIST		7 B	IV	FL							2,193.24	2,303.23	2,418.15	2,538.00	2,666.03	EGLE
RECREATION SUPERVISOR	E	30	4	M	4,119.86	5,149.83	6,179.80									EGLE
RISK MANAGER	E	40	2	M	5,274.26	6,592.82	7,911.38									EGLE
SAFETY & TRAINING ADMINISTRATR		19 B	III	P	4,399.69	5,176.10	5,952.52									EGLE
SENIOR ACCOUNTANT	E	31	2	M	4,224.60	5,280.75	6,336.90									EGLE
SENIOR ADMINISTRATIVE ASSIST		15 C	5	FL							2,926.09	3,073.86	3,226.59	3,387.52	3,556.62	SEIU
SENIOR ASSISTANT CITY ATTORNEY	E	51	2	M	6,921.08	8,651.35	10,381.62									MISC
SENIOR BUILDING INSPECTOR		33 C	3	P	4,710.58	5,541.86	6,373.14									SEIU
SENIOR CIVIL ENGINEER	E	40	3	M	5,274.26	6,592.82	7,911.38									EGLE
SENIOR CODE ENF OFFICER		29	3	P	4,270.91	5,024.60	5,778.29									SEIU
SENIOR DEPUTY CITY ATTORNEY	E	41	2	M	5,407.40	6,759.25	8,111.10									MISC
SENIOR FINANCIAL ANALYST-CONF	E	31	2	M	4,224.60	5,280.75	6,336.90									MISC
SENIOR HAZ MAT SPECIALIST - NS		42 A	VIII	P	5,906.57	6,948.91	7,991.25									EGLE
SENIOR HOUSING OFFICER	E	34	2	M	4,548.03	5,685.04	6,822.05									EGLE
SENIOR IT ANALYST	E	35	2	M	4,661.97	5,827.46	6,992.95									EGLE
SENIOR IT DESKTOP TECHNICIAN		21	2	P	3,506.06	4,124.78	4,743.50									EGLE
SENIOR LIBRARIAN		23	4	P	3,670.03	4,317.68	4,965.33									EGLE
SENIOR MANAGEMENT ANALYST	E	31	2	M	4,224.60	5,280.75	6,336.90									EGLE
SENIOR MANAGEMENT ANALYST-CONF	E	31	2	M	4,224.60	5,280.75	6,336.90									MISC
SENIOR PAYROLL ACCOUNTANT	E	33	2	M	4,438.74	5,548.42	6,658.10									MISC
SENIOR PLANNER	E	33	2	M	4,437.70	5,547.12	6,656.54									EGLE
SENIOR PROJECT MANAGER	E	40	2	M	5,274.26	6,592.82	7,911.38									EGLE
SENIOR PUBLIC WORKS INSPECTOR		33 C	3	P	4,710.58	5,541.86	6,373.14									SEIU
SENIOR RECREATION COORDINATOR		20	4	P	3,420.11	4,023.66	4,627.21									EGLE

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
SENIOR STAGEHAND		3	4	FL							2,175.19	2,283.54	2,398.44	2,518.30	2,644.68	EGLE
SENIOR SYSTEMS SPECIALIST	E	37	2	M	4,897.36	6,121.70	7,346.04									EGLE
SENIOR TICKET SERVICES REP		1	4	FL							2,070.11	2,173.52	2,283.54	2,396.80	2,516.64	EGLE
SENIOR UTILITIES SYS TECH.		23	M 6	FL							3,544.54	3,721.30	3,908.08	4,103.34	4,308.68	SEIU
SENIOR WATER SYSTEM OPERATOR		26	M 6	FL							3,816.06	4,008.18	4,208.53	4,418.66	4,638.74	SEIU
SHORELINE MANAGER	E	38	2	M	5,020.82	6,276.02	7,531.22									EGLE
SOLID WASTE PROGRAM MANAGER	E	25	A II	M	4,969.60	6,212.00	7,454.40									EGLE
SR HUMAN RESOURCES ANALYST	E	31	2	M	4,224.60	5,280.75	6,336.90									MISC
SR POSTCLOSURE ENV SYS TECH		22	M 6	FL							3,458.09	3,630.54	3,812.76	4,003.26	4,203.59	SEIU
STREET & LANDFILL CLOSURE MNGR	E	26	B III	M	5,339.94	6,674.92	8,009.90									EGLE
STREET LIGHTING TECHNICIAN		18	M 6	FL							3,132.95	3,288.99	3,453.20	3,625.58	3,807.88	SEIU
STREET MAINTENANCE WORKER I		10	M 6	FL							2,571.41	2,699.49	2,834.16	2,976.99	3,124.76	SEIU
STREET MAINTENANCE WORKER II		14	M 6	FL							2,837.42	2,980.29	3,128.06	3,285.69	3,449.89	SEIU
STREET MAINTENANCE WORKER III		18	M 6	FL							3,132.95	3,288.99	3,453.20	3,625.58	3,807.88	SEIU
STREET SUPERVISOR		19	B III	P	4,399.69	5,176.10	5,952.52									EGLE
STREETSWEEPER OPERATOR		16	M 6	FL							2,981.92	3,131.36	3,287.33	3,451.52	3,623.94	SEIU
SUPERVISING BUYER		28	2	P	4,166.67	4,901.96	5,637.25									EGLE
SUPERVISING PRKS & OPN SP WRKR		11	M 4	FL							2,635.45	2,766.80	2,904.76	3,050.86	3,203.60	SEIU
SUSTAINABILITY PROGRAM MANAGER	E	34	2	M	4,548.03	5,685.04	6,822.05									EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12	A II	P	3,291.75	3,872.65	4,453.55									EGLE
SYSTEMS SPECIALIST		28	2	P	4,166.67	4,901.96	5,637.25									EGLE
TRAFFIC ENGINEER	E	45	3	M	5,967.65	7,459.56	8,951.47									EGLE
TRAINING OFFICER I		1	VIII	FL							4,514.30	4,741.24	4,977.76	5,225.70	5,486.96	MVFF
TRANSPORTATION MANAGER	E	44	2	M	5,822.10	7,277.62	8,733.14									EGLE
TRANSPORTATION PLANNER	E	40	3	M	5,274.26	6,592.82	7,911.38									EGLE
TREE SUPERVISOR/ARBORIST		20	B III	P	4,561.56	5,366.54	6,171.52									EGLE
TREE TRIMMER I		12	M 6	FL							2,701.15	2,835.80	2,978.66	3,126.42	3,284.06	SEIU
TREE TRIMMER II		16	M 6	FL							2,981.92	3,131.36	3,287.33	3,451.52	3,623.94	SEIU
TREE TRIMMER III		20	M 6	FL							3,290.62	3,454.80	3,628.88	3,809.48	3,999.99	SEIU
UTILITIES ELECTRICIAN		27	M 6	FL							3,911.46	4,108.38	4,313.74	4,529.13	4,754.71	SEIU
UTILITIES INSPECTOR LOCATOR		20	M 6	FL							3,290.62	3,454.80	3,628.88	3,809.48	3,999.99	SEIU
UTILITIES SERVICES MANAGER	E	42	3	M	5,542.18	6,927.73	8,313.28									EGLE
UTILITIES SYSTEMS SPECIALIST		27	M 6	FL							3,911.46	4,108.38	4,313.74	4,529.13	4,754.71	SEIU
UTILITIES SYSTEMS SUPERVISOR		20	A III	P	4,509.68	5,305.50	6,101.33									EGLE
UTILITIES SYSTEMS TECHNICIAN		19	M 6	FL							3,210.15	3,371.08	3,540.21	3,717.57	3,903.05	SEIU
WAREHOUSE WORKER		10	M 6	FL							2,571.41	2,699.49	2,834.16	2,976.99	3,124.76	SEIU
WASTEWATER SUPERVISOR		19	B III	P	4,509.68	5,305.50	6,101.33									EGLE

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 I		13 M 6		FL						2,768.68	2,906.70	3,053.13	3,204.58	3,366.16	SEIU	
WASTEWATER UTILITY WORKER II		17 M 6		FL						3,055.84	3,208.53	3,369.43	3,538.57	3,714.28	SEIU	
WASTEWATER UTILITY WORKER III		21 M 6		FL						3,372.87	3,541.19	3,719.60	3,904.74	4,099.98	SEIU	
WATER OPERATIONS SPECIALIST		27 M 6		FL						3,911.46	4,108.38	4,313.74	4,529.13	4,754.71	SEIU	
WATER QUALITY TECHNICIAN		26 M 6		FL						3,816.06	4,008.18	4,208.53	4,418.66	4,638.74	SEIU	
WATER RESOURCE MANAGER	E	34 2		M	4,548.03	5,685.04	6,822.05								EGLE	
WATER RESOURCES TECHNICIAN		19 M 6		FL						3,210.15	3,371.08	3,540.21	3,717.57	3,903.05	SEIU	
WATER SUPERINTENDENT	E	22 A III		M	4,733.06	5,916.33	7,099.60								EGLE	
WATER SUPERVISOR		20 A III		P	4,509.68	5,305.50	6,101.33								EGLE	
WATER SYSTEM OPERATOR		22 M 6		FL						3,458.09	3,630.54	3,812.76	4,003.26	4,203.59	SEIU	
WATER UTILITY WORKER I		13 M 6		FL						2,768.68	2,906.70	3,053.13	3,204.58	3,366.16	SEIU	
WATER UTILITY WORKER II		17 M 6		FL						3,055.84	3,208.53	3,369.43	3,538.57	3,714.28	SEIU	
WATER UTILITY WORKER III		21 M 6		FL						3,372.87	3,541.19	3,719.60	3,904.74	4,099.98	SEIU	
WEBSITE COORDINATOR		31 2		P	4,488.64	5,280.75	6,072.86								MISC	
WILDLIFE PRESERVATION COORD		16 4		P	3,097.77	3,644.44	4,191.11								EGLE	

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

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

***Councilmember and Mayor salary is determined by City of Mountain View Charter, Section 503 - Compensation.

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

Update:	Revision Effective Date	City Council Approval Date	Notes:
New FY Salary Plan Effective Date	06/26/2022	06/28/2022	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/26/2022	10/25/2022	City Clerk and City Manager merit increase adjustment. City Attorney salary correction, removal of previously approved inactive positions, Economic Vitality Manager title correction
Revision No. 2	03/05/2023	02/28/2023	Mid-year budget updates