

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2025

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW
AMENDING THE REGULAR AND HOURLY SALARY PLANS FOR FISCAL YEAR 2025-26

WHEREAS, on June 25, 2024, the Mountain View City Council approved compensation packages for represented and unrepresented groups for the period of June 23, 2024 through June 30, 2027 and adopted salary plans effective June 23, 2024; and

WHEREAS, on December 10, 2024, the Mountain View City Council adopted Resolution No. 18952 for regular and hourly employee compensation for the period including January 1, 2025 through June 30, 2025; and

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

WHEREAS, the new classifications for the Fiscal Year 2025-26 salary plan for regular employees are: (1) Document and Records Specialist; and (2) Planning Manager; and

WHEREAS, the new classification for the Fiscal Year 2025-26 salary plan for hourly employees is Library Security Attendant; and

WHEREAS, the classifications to be eliminated from the Fiscal Year 2025-26 salary plan for regular employees are: (1) Document Processing Technician I; (2) Document Processing Technician II; (3) Document Processing Technician III; (4) Document Processing Supervisor; (5) Training Officer I; and (6) Water Resources Technician; and

WHEREAS, the classifications to be eliminated from the Fiscal Year 2025-26 salary plan for hourly employees are: (1) Document Processing Technician I; (2) Document Processing Technician II; and (3) Document Processing Supervisor; and

WHEREAS, the title changes for the Fiscal Year 2025-26 salary plan for regular employees are: (1) Advanced Planning Manager to Planning Manager; and (2) Development Services Coordinator to Permit Center Coordinator; and

WHEREAS, Mountain View Charter Section 503 states that the City Council shall receive an automatic annual salary adjustment based on the lesser of the San Francisco Bay Area Consumer Price Index (CPI) for urban wage earners or the average cost-of-living adjustment granted to the miscellaneous City employee bargaining groups but shall not exceed five percent (5%) per year; and

WHEREAS, there is a need to update the City's salary plan for regular employees to reflect a correction to the CPI of 0.10% issued by the U.S. Department of Labor's Bureau of Labor Statistics and to be automatically applied to the classifications of Councilmember and Mayor, effective June 23, 2024, and reflected on the salary plan adopted by the City Council on December 10, 2024; and

WHEREAS, the automatic annual adjustment for the City Council, effective June 22, 2025, is one-point-six percent (1.6%); and

WHEREAS, these changes need to be reflected in the City's salary plan for regular and hourly employees; now, therefore, be it

RESOLVED: that the City Council of the City of Mountain View adopts the revised salary plan documents attached as Exhibit A effective June 23, 2024, and Exhibit B effective September 1, 2024, and approves the Fiscal Year 25-26 salary plan documents for regular and hourly employees, attached hereto as Exhibits C and D, respectively and as follows, included in the Fiscal Year 2025-26 budget.

LB/6/RESO
035-06-24-25r

- Exhibits:
- A. Fiscal Year 2024-25 Salary Plan for Regular Employees and Elected Officials, Revision 5, effective June 23, 2024
 - B. Fiscal Year 2024-25 Salary Plan for Regular Employees and Elected Officials, Revision 6, effective September 1, 2024
 - C. Fiscal Year 2025-26 Salary Plan for Regular Employees and Elected Officials
 - D. Fiscal Year 2025-26 Salary Plan for Hourly Employees

Exhibit A

Effective June 23, 2024

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2024-25
Revision No. 5

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl.	Pt.									
ACCOUNT CLERK I		8 C	5	FL							2,663.28	2,794.32	2,936.35	3,081.97	3,236.73	SEIU
ACCOUNT CLERK I - CONF		8	5	FL							2,663.28	2,794.32	2,936.35	3,081.97	3,236.73	MISC
ACCOUNT CLERK II		12 C	5	FL							2,936.35	3,083.80	3,240.32	3,402.34	3,571.66	SEIU
ACCOUNT CLERK II-CONF.		12	5	FL							2,936.33	3,083.79	3,240.32	3,402.34	3,571.66	MISC
ACCOUNTANT I		23 A	2	P	3,983.87	4,686.90	5,389.94									EGLE
ACCOUNTANT II		27	2	P	4,397.59	5,173.63	5,949.67									EGLE
ACCOUNTING MANAGER	E	40	2	M	5,705.95	7,132.44	8,558.93									MISC
ACCOUNTING TECHNICIAN		16 C	2	FL							3,242.99	3,406.40	3,576.88	3,756.29	3,942.76	SEIU
ADMINISTRATIVE AIDE		19	2	P	3,609.47	4,246.44	4,883.41									EGLE
ADMINISTRATIVE ASSISTANT		11 C	5	FL							2,864.72	3,008.57	3,161.29	3,319.36	3,484.55	SEIU
ADMINISTRATIVE ASSISTANT-CONF		11	5	FL							2,864.72	3,008.57	3,161.29	3,319.36	3,484.55	MISC
ADVANCED PLANNING MANAGER	E	41	2	M	5,848.20	7,310.25	8,772.30									EGLE
AFFORDABLE HOUSING MANAGER	E	43	2	M	6,143.58	7,679.47	9,215.36									EGLE
ANALYST I		23 A	2	P	3,983.87	4,686.90	5,389.94									EGLE
ANALYST I-CONF		23	2	P	3,983.87	4,686.90	5,389.94									MISC
ANALYST II		27	2	P	4,397.59	5,173.63	5,949.67									EGLE
ANALYST II-CONF		27	2	P	4,397.59	5,173.63	5,949.67									MISC
ASSISTANT BUILDING INSPECTOR		23	3	FL							3,855.75	4,049.31	4,251.77	4,464.91	4,686.90	SEIU
ASSISTANT BUYER		20	2	FL							3,579.59	3,758.93	3,947.15	4,144.25	4,351.99	EGLE
ASSISTANT CITY ATTORNEY	E	47	2	M	6,782.96	8,478.70	10,174.44									MISC
ASSISTANT CITY CLERK		31	2	M	4,569.33	5,711.66	6,853.99									EGLE
ASSISTANT CITY MANAGER	E	1		DH				9,458.81	11,823.51	13,005.86						ESMS
ASSISTANT COMM. SVCS. DIRECTOR	E	46	3	M	6,616.60	8,270.75	9,924.90									EGLE
ASSISTANT ENGINEER (CIVIL)		32	3	P	4,974.51	5,852.37	6,730.23									EGLE
ASSISTANT IT DIRECTOR	E	46	2	M	6,616.60	8,270.75	9,924.90									EGLE
ASSISTANT LIBRARY DIRECTOR		46	4	M	6,616.60	8,270.75	9,924.90									EGLE
ASSISTANT PLANNER		25	2	P	4,185.18	4,923.74	5,662.30									EGLE
ASSISTANT PROJECT MANAGER	E	32	2	M	4,681.90	5,852.37	7,022.84									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	51	3	M	7,485.85	9,357.31	11,228.77									EGLE
ASSISTANT TO THE CITY MANAGER	E	26 A	II	M	5,575.26	6,969.07	8,362.88									MISC
ASSOCIATE ENGINEER (CIVIL)		36	3	P	5,492.20	6,461.41	7,430.62									EGLE
ASSOCIATE PLANNER		29	2	P	4,619.87	5,435.14	6,250.41									EGLE
ASST COMMUNITY DEVELOPMENT DIR	E	46	2	M	6,616.60	8,270.75	9,924.90									EGLE
ASST FINANCE & ADM SVCS DIR	E	48	2	M	6,952.06	8,690.07	10,428.08									MISC
BATTALION CHIEF	E	4	VIII	M	8,076.67	10,095.84	12,115.01									FMGR
BATTALION CHIEF-TIER 2	E	4	VIII	M	8,076.67	10,095.84	11,266.96									FMGR
BUILDING INSPECTOR I		25	3	FL							4,051.11	4,253.58	4,466.66	4,690.44	4,924.87	SEIU
BUILDING INSPECTOR II		29	3	FL							4,472.02	4,695.82	4,930.19	5,177.09	5,434.60	SEIU
BUYER		24	2	FL							3,951.46	4,149.04	4,356.47	4,574.29	4,803.00	EGLE
CHIEF BLDG OFFICIAL	E	44	3	M	6,297.18	7,871.47	9,445.76									EGLE
CHIEF COMMUNICATIONS OFFICER	E	46	2	M	6,618.14	8,272.68	9,927.22									MISC
CHIEF SUSTAIN & RSLNCE OFFICER	E	46	2	M	6,616.60	8,270.75	9,924.90									EGLE
CIO/INFORMATION TECHNOLOGY DIR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
CITY ATTORNEY	E	0		DH		13,413.54										CA

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*									
CITY CLERK	E	0		DH		8,409.72										CC
CITY MANAGER	E	0		DH		16,252.32										CM
CODE ENFORCEMENT OFFICER I		23	3	FL							3,855.75	4,049.31	4,251.77	4,464.91	4,686.90	SEIU
CODE ENFORCEMENT OFFICER II		27	3	FL							4,257.14	4,468.44	4,692.26	4,926.65	5,173.53	SEIU
COMMUNICATION COORDINATOR		31	2	P	4,854.91	5,711.66	6,568.41									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY OUTREACH SPECIALIST		7 B		FL							2,372.21	2,491.17	2,615.48	2,745.10	2,883.58	EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							3,535.90	3,714.00	3,897.90	4,089.71	4,291.27	NPOA
COMMUNITY SVCS PROJECT ADMIN		29	2	P	4,619.87	5,435.14	6,250.41									EGLE
COPY CENTER TECHNICIAN		10	5	FL							2,796.55	2,936.85	3,084.22	3,236.92	3,400.29	EGLE
COUNCILMEMBER				COUNCIL		622.21										
CRIME ANALYST		27	2	P	4,397.59	5,173.63	5,949.67									EGLE
CROSS CONNECTION CONTROL SPEC		19 M	6	FL							3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	SEIU
CUSTOMER SERVICE SUPERVISOR		22	2	P	3,886.34	4,572.17	5,258.00									EGLE
CUSTOMER SVC. REPRESENTATIVE		5 C	5	FL							2,470.43	2,592.97	2,722.64	2,859.39	3,001.47	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	48	3	M	6,958.22	8,697.78	10,437.34									EGLE
DEPUTY BUILDING OFFICIAL	E	36	2	M	5,169.13	6,461.41	7,753.69									EGLE
DEPUTY CITY ATTORNEY	E	37	2	M	5,298.21	6,622.76	7,947.31									MISC
DEPUTY CITY CLERK		22	2	P	3,886.34	4,572.17	5,258.00									EGLE
DEPUTY CITY MANAGER	E	46	2	M	6,618.14	8,272.68	9,927.22									MISC
DEPUTY COMMUNICATIONS OFFICER	E	34	2	M	4,920.29	6,150.36	7,380.43									MISC
DEPUTY FIRE CHIEF	E	7	VIII	M	8,692.53	10,865.66	13,038.79									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							6,503.14	6,829.04	7,170.27	7,529.01	7,905.26	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13 A	VIII	FL							6,625.43	6,951.32	7,292.54	7,651.29	8,027.53	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13 B	VIII	FL							6,710.47	7,036.36	7,377.58	7,736.33	8,112.57	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13 C	VIII	FL							6,752.98	7,078.87	7,420.10	7,778.84	8,155.10	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13 D	VIII	FL							6,775.66	7,101.54	7,442.78	7,801.52	8,177.77	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13 E	VIII	FL							6,866.35	7,192.25	7,533.48	7,892.21	8,268.47	MVFF
DEPUTY ZONING ADMINISTRATOR	E	36	2	M	5,169.13	6,461.41	7,753.69									EGLE
DEV SRVCS COORD		33 C	3	P	5,094.96	5,994.07	6,893.18									SEIU
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2,796.55	2,936.85	3,084.22	3,236.92	3,400.29	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							3,085.96	3,240.50	3,403.82	3,572.49	3,751.86	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							3,407.35	3,577.85	3,757.21	3,945.39	4,142.50	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3,887.27	4,573.26	5,259.25									MISC
ECONOMIC DEVELOPMNT STRATEGIST	E	33	2	M	4,799.81	5,999.76	7,199.71									EGLE
ECONOMIC VITALITY MANAGER	E	43	2	M	6,143.58	7,679.47	9,215.36									EGLE
EMERGENCY COMMUNICATIONS MGR		39	2	M	5,565.45	6,956.81	8,348.17									EGLE
ENGINEERING ASSISTANT I		16	3	FL							3,239.44	3,401.09	3,571.54	3,750.94	3,937.41	SEIU
ENGINEERING ASSISTANT II		20 C	3	FL							3,576.88	3,756.29	3,944.52	4,141.64	4,347.69	SEIU
ENGINEERING ASSISTANT III		24 C	3	FL							3,953.42	4,150.56	4,358.35	4,576.80	4,804.13	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	4,242.01	4,990.60	5,739.19									SEIU
ENVIRONMENTAL SAFETY COORD.		33 C	3	P	5,094.96	5,994.07	6,893.18									SEIU
EQUIPMENT MAINT. SUPERVISOR		19 B	III	P	4,758.70	5,598.47	6,438.24									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*									
EQUIPMENT MECHANIC I		16 M	6	FL							3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
EQUIPMENT MECHANIC II		20 M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
EQUIPMENT MECHANIC III		24 M	6	FL							3,928.55	4,125.69	4,331.70	4,548.40	4,775.71	SEIU
EQUIPMENT SERVICE WORKER		10 M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
EXECUTIVE ASSISTANT		18 C	2	P	3,521.94	4,143.46	4,764.98									SEIU
EXECUTIVE ASST. TO THE CA		22	2	P	3,887.27	4,573.26	5,259.25									MISC
EXECUTIVE ASST. TO THE CM		22	2	P	3,887.27	4,573.26	5,259.25									MISC
FACILITIES CONTRACT COORDINATR		26	2	P	4,289.33	5,046.27	5,803.21									EGLE
FACILITIES MAINT. SUPERVISOR		19 B	III	P	4,758.70	5,598.47	6,438.24									EGLE
FACILITIES MAINTENANCE I		12 M	6	FL							2,921.57	3,067.20	3,221.72	3,381.54	3,552.04	SEIU
FACILITIES MAINTENANCE II		16 M	6	FL							3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
FACILITIES MAINTENANCE III		20 M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
FACILITIES PROJECT MANAGER	E	36	2	M	5,169.13	6,461.41	7,753.69									EGLE
FINANCE AND ADMIN SVCS DIR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
FINANCE MANAGER	E	40 A	2	M	5,705.95	7,132.44	8,558.93									EGLE
FINANCE MANAGER - CONF	E	40	2	M	5,705.95	7,132.44	8,558.93									MISC
FINANCIAL ANALYST I		23 A	2	P	3,983.87	4,686.90	5,389.94									EGLE
FINANCIAL ANALYST I - CONF		23	2	P	3,983.87	4,686.90	5,389.94									MISC
FINANCIAL ANALYST II		27	2	P	4,397.59	5,173.63	5,949.67									EGLE
FINANCIAL ANALYST II - CONF		27	2	P	4,397.59	5,173.63	5,949.67									MISC
FIRE CAPTAIN		12	VIII	FL							6,492.18	6,818.13	7,157.16	7,515.90	7,892.12	MVFF
FIRE CAPTAIN/HAZ MAT		15	VIII	FL							6,816.76	7,159.03	7,514.97	7,891.65	8,286.67	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15 A	VIII	FL							6,939.04	7,281.31	7,637.25	8,013.95	8,408.95	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15 B	VIII	FL							7,024.07	7,366.34	7,722.28	8,098.98	8,493.99	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15 C	VIII	FL							7,066.60	7,408.85	7,764.79	8,141.49	8,536.52	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15 D	VIII	FL							7,089.26	7,431.52	7,787.46	8,164.16	8,559.20	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15 E	VIII	FL							7,179.96	7,522.21	7,878.17	8,254.85	8,649.88	MVFF
FIRE CAPTAIN-LEVEL 1		12 A	VIII	FL							6,614.46	6,940.42	7,279.44	7,638.17	8,014.40	MVFF
FIRE CAPTAIN-LEVEL 2		12 B	VIII	FL							6,699.49	7,025.45	7,364.48	7,723.21	8,099.44	MVFF
FIRE CAPTAIN-LEVEL 3		12 C	VIII	FL							6,742.01	7,067.96	7,406.98	7,765.73	8,141.95	MVFF
FIRE CAPTAIN-LEVEL 4		12 D	VIII	FL							6,764.67	7,090.63	7,429.65	7,788.40	8,164.63	MVFF
FIRE CAPTAIN-LEVEL 5		12 E	VIII	FL							6,855.39	7,181.33	7,520.36	7,879.11	8,255.32	MVFF
FIRE CHIEF	E	1		DH				10,774.13	13,467.67	14,814.44						DHFI
FIRE ENGINEER		6	VIII	FL							5,564.82	5,841.84	6,135.42	6,441.60	6,764.46	MVFF
FIRE ENGINEER/HAZ MAT		9	VIII	FL							5,843.06	6,133.85	6,442.20	6,763.65	7,102.65	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9 A	VIII	FL							5,965.36	6,256.14	6,564.48	6,885.94	7,224.92	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2		9 B	VIII	FL							6,050.37	6,341.16	6,649.51	6,970.97	7,309.96	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3		9 C	VIII	FL							6,092.91	6,383.70	6,692.03	7,013.50	7,352.50	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4		9 D	VIII	FL							6,115.57	6,406.37	6,714.70	7,036.18	7,375.17	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5		9 E	VIII	FL							6,206.27	6,497.05	6,805.41	7,126.87	7,465.86	MVFF
FIRE ENGINEER/PARAMEDIC		11	VIII	FL							6,177.12	6,487.45	6,810.25	7,151.80	7,510.03	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 1		11 A	VIII	FL							6,299.39	6,609.72	6,932.52	7,274.09	7,632.32	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 2		11 B	VIII	FL							6,384.43	6,694.75	7,017.56	7,359.12	7,717.35	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 3		11 C	VIII	FL							6,426.94	6,737.27	7,060.08	7,401.65	7,759.87	MVFF

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2024-25
Revision No. 5

Effective June 23, 2024

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.										
FIRE ENGINEER/PARAMEDIC-LEVL 4		11 D	VIII	FL							6,449.62	6,759.94	7,082.74	7,424.33	7,782.55	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 5		11 E	VIII	FL							6,540.32	6,850.63	7,173.45	7,515.01	7,873.24	MVFF	
FIRE ENGINEER/PMEDIC/HM		8	VIII	FL							6,487.47	6,811.83	7,152.42	7,510.03	7,885.55	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 1		8 A	VIII	FL							6,609.75	6,934.12	7,274.71	7,632.32	8,007.83	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 2		8 B	VIII	FL							6,694.77	7,019.16	7,359.73	7,717.35	8,092.87	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 3		8 C	VIII	FL							6,737.29	7,061.67	7,402.27	7,759.87	8,135.37	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 4		8 D	VIII	FL							6,759.96	7,084.33	7,424.93	7,782.55	8,158.05	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 5		8 E	VIII	FL							6,850.65	7,175.05	7,515.63	7,873.24	8,248.76	MVFF	
FIRE ENGINEER-LEVEL 1		6 A	VIII	FL							5,687.10	5,964.12	6,257.70	6,563.89	6,886.74	MVFF	
FIRE ENGINEER-LEVEL 2		6 B	VIII	FL							5,772.13	6,049.16	6,342.74	6,648.91	6,971.77	MVFF	
FIRE ENGINEER-LEVEL 3		6 C	VIII	FL							5,814.65	6,091.67	6,385.27	6,691.44	7,014.30	MVFF	
FIRE ENGINEER-LEVEL 4		6 D	VIII	FL							5,837.32	6,114.33	6,407.95	6,714.12	7,036.98	MVFF	
FIRE ENGINEER-LEVEL 5		6 E	VIII	FL							5,928.03	6,205.05	6,498.63	6,804.80	7,127.65	MVFF	
FIRE MARSHAL NON-SAFETY	E	51	VIII	M		7,485.85	9,357.31	11,228.77								EGLE	
FIRE PREVENTION OFFICER I		1	VIII	FL							4,929.61	5,177.43	5,435.71	5,706.47	5,991.76	MVFF	
FIRE PREVENTION OFFICER II		3	VIII	FL							5,173.31	5,431.52	5,704.37	5,987.60	6,287.47	MVFF	
FIRE PREVENTION OFFICER III		10	VIII	FL							6,014.66	6,314.58	6,631.18	6,962.27	7,310.09	MVFF	
FIRE PROTECTION ENGINEER	E	41	3	M		5,848.20	7,310.25	8,772.30								EGLE	
FIREFIGHTER		2	VIII	FL							5,071.22	5,325.31	5,591.89	5,870.98	6,164.63	MVFF	
FIREFIGHTER LEVEL 1		2 A	VIII	FL							5,193.51	5,447.59	5,714.16	5,993.26	6,286.92	MVFF	
FIREFIGHTER LEVEL 2		2 B	VIII	FL							5,278.54	5,532.62	5,799.20	6,078.29	6,371.96	MVFF	
FIREFIGHTER LEVEL 3		2 C	VIII	FL							5,321.06	5,575.13	5,841.74	6,120.81	6,414.48	MVFF	
FIREFIGHTER LEVEL 4		2 D	VIII	FL							5,343.74	5,597.81	5,864.39	6,143.48	6,437.15	MVFF	
FIREFIGHTER LEVEL 5		2 E	VIII	FL							5,434.42	5,688.50	5,955.10	6,234.19	6,527.84	MVFF	
FIREFIGHTER/HAZ MAT		5	VIII	FL							5,324.80	5,591.55	5,871.48	6,164.49	6,472.86	MVFF	
FIREFIGHTER/HAZ MAT-LVL 1		5 A	VIII	FL							5,447.09	5,713.84	5,993.77	6,286.76	6,595.16	MVFF	
FIREFIGHTER/HAZ MAT-LVL 2		5 B	VIII	FL							5,532.12	5,798.88	6,078.80	6,371.79	6,680.18	MVFF	
FIREFIGHTER/HAZ MAT-LVL 3		5 C	VIII	FL							5,574.64	5,841.38	6,121.32	6,414.30	6,722.71	MVFF	
FIREFIGHTER/HAZ MAT-LVL 4		5 D	VIII	FL							5,597.32	5,864.06	6,143.99	6,436.98	6,745.37	MVFF	
FIREFIGHTER/HAZ MAT-LVL 5		5 E	VIII	FL							5,688.01	5,954.76	6,234.68	6,527.68	6,836.08	MVFF	
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL							5,908.63	6,203.86	6,514.36	6,840.27	7,181.41	MVFF	
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4 A	VIII	FL							6,030.92	6,326.15	6,636.65	6,962.55	7,303.70	MVFF	
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4 B	VIII	FL							6,115.95	6,411.19	6,721.68	7,047.59	7,388.72	MVFF	
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4 C	VIII	FL							6,158.47	6,453.70	6,764.21	7,090.10	7,431.24	MVFF	
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4 D	VIII	FL							6,181.15	6,476.37	6,786.89	7,112.77	7,453.92	MVFF	
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4 E	VIII	FL							6,271.83	6,567.07	6,877.56	7,203.47	7,544.60	MVFF	
FIREFIGHTER/PARAMEDIC		7	VIII	FL							5,627.32	5,908.47	6,204.19	6,514.54	6,839.44	MVFF	
FIREFIGHTER/PARAMEDIC-LVL 1		7 A	VIII	FL							5,749.61	6,030.75	6,326.46	6,636.82	6,961.71	MVFF	
FIREFIGHTER/PARAMEDIC-LVL 2		7 B	VIII	FL							5,834.64	6,115.79	6,411.50	6,721.85	7,046.75	MVFF	
FIREFIGHTER/PARAMEDIC-LVL 3		7 C	VIII	FL							5,877.17	6,158.30	6,454.04	6,764.36	7,089.26	MVFF	
FIREFIGHTER/PARAMEDIC-LVL 4		7 D	VIII	FL							5,899.84	6,180.96	6,476.70	6,787.04	7,111.92	MVFF	
FIREFIGHTER/PARAMEDIC-LVL 5		7 E	VIII	FL							5,990.52	6,271.67	6,567.39	6,877.74	7,202.64	MVFF	
FLEET AND FACILITIES MANAGER	E	25 B	III	M		5,568.28	6,960.35	8,352.42								EGLE	
HAZ MAT INSPECTOR NON SAFETY		30	VIII	P		4,734.54	5,570.05	6,405.56								EGLE	

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Min	Dept. Head	Salary Range	1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit	
					Control Point	Min	Cntl. Pt.										Max*
HAZARDOUS MAT SPEC NON SAFETY		40 F	VIII	P	6,080.71	7,153.78	8,226.85										EGLE
HEAVY EQUIPMENT OPERATOR		18 M	6	FL							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61		SEIU
HEAVY EQUIPMENT SPECIALIST		20 M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39		SEIU
HOUSING DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42							ESMS
HOUSING OFFICER	E	32	2	M	4,681.90	5,852.37	7,022.84										EGLE
HOUSING SPECIALIST I		24	2	P	4,082.55	4,803.00	5,523.45										EGLE
HOUSING SPECIALIST II		28	2	P	4,506.67	5,301.96	6,097.25										EGLE
HUMAN RESOURCES ANALYST I		23	2	P	3,983.87	4,686.90	5,389.94										MISC
HUMAN RESOURCES ANALYST II		27	2	P	4,397.59	5,173.63	5,949.67										MISC
HUMAN RESOURCES DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42							ESMS
HUMAN RESOURCES MANAGER	E	42	2	M	5,995.83	7,494.79	8,993.75										MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	3,700.05	4,353.00	5,005.95										MISC
HUMAN SERVICES MANAGER	E	34	2	M	4,919.15	6,148.94	7,378.73										EGLE
INFORMATION TECHNOLOGY MANAGER	E	42	2	M	5,994.42	7,493.03	8,991.64										EGLE
IT ANALYST I		27	2	P	4,397.59	5,173.63	5,949.67										EGLE
IT ANALYST II	E	31	2	M	4,569.33	5,711.66	6,853.99										EGLE
IT ANALYST II		31	2	P	4,854.91	5,711.66	6,568.41										EGLE
IT APPLICATIONS MANAGER	E	39 A	2	M	5,566.73	6,958.41	8,350.09										EGLE
IT DESKTOP TECHNICIAN I		13	2	P	3,111.07	3,660.08	4,209.09										EGLE
IT DESKTOP TECHNICIAN II		17	2	P	3,435.15	4,041.35	4,647.55										EGLE
IT OPERATIONS MANAGER	E	39 A	2	M	5,566.73	6,958.41	8,350.09										EGLE
JUNIOR ENGINEER (CIVIL)		28	3	P	4,506.67	5,301.96	6,097.25										EGLE
JUNIOR PLANNER		21	2	P	3,792.16	4,461.36	5,130.56										EGLE
LEAD POLICE RECORDS SPECIALIST		3	V	FL							3,876.44	4,068.18	4,271.66	4,483.02	4,708.02		NPOA
LEAD PUBLIC SAFETY DISPATCHER		18 A	II	P	4,832.80	5,685.65	6,538.50										SEIU
LEAD SECURITY SERVICES GUARD		7 M	6	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06		SEIU
LEGAL SECRETARY		18 A	2	P	3,521.94	4,143.46	4,764.98										MISC
LIBRARIAN I		15	4	P	3,269.04	3,845.93	4,422.82										EGLE
LIBRARIAN II		19	4	P	3,609.47	4,246.44	4,883.41										EGLE
LIBRARY ASSISTANT I		6	4	FL							2,533.77	2,659.86	2,793.00	2,933.28	3,080.66		EGLE
LIBRARY ASSISTANT II		10	4	FL							2,796.55	2,936.85	3,084.22	3,236.92	3,400.29		EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22	4	P	3,886.34	4,572.17	5,258.00										EGLE
LIBRARY DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42							ESMS
LIBRARY MANAGER	E	35	4	M	5,042.38	6,302.98	7,563.58										EGLE
LIBRARY TECHNICIAN		1	4	FL							2,239.03	2,350.88	2,469.88	2,592.38	2,722.00		EGLE
MANAGEMENT FELLOW		18	2	P	3,521.13	4,142.50	4,763.88										EGLE
MAYOR				COUNCIL		777.81											
OFFICE ASSISTANT		7 C	5	FL							2,598.33	2,726.17	2,864.72	3,006.80	3,157.78		SEIU
OFFICE ASSISTANT-CONF		7	5	FL							2,598.33	2,726.17	2,864.72	3,006.80	3,157.78		MISC
OFFICE OF EMER SVCS COORD.		40 F	VIII	P	6,080.71	7,153.78	8,226.85										EGLE
PARALEGAL		19	2	P	3,609.47	4,246.44	4,883.41										MISC
PARKS & OPEN SPACE MANAGER	E	38	2	M	5,430.51	6,788.14	8,145.77										EGLE
PARKS & OPEN SPACE WORKER I		3 M	6	FL							2,346.66	2,464.97	2,585.09	2,712.37	2,848.58		SEIU
PARKS & OPEN SPACE WORKER II		7 M	6	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06		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*									
PARKS MAINTENANCE WORKER I		10 M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PARKS MAINTENANCE WORKER II		14 M	6	FL							3,068.96	3,223.48	3,383.31	3,553.80	3,731.41	SEIU
PARKS MAINTENANCE WORKER III		18 M	6	FL							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	SEIU
PARKS SUPERVISOR		19 B	III	P	4,758.70	5,598.47	6,438.24									EGLE
PAYROLL ACCOUNTANT I		25	2	P	4,186.14	4,924.87	5,663.60									MISC
PAYROLL ACCOUNTANT II		29	2	P	4,620.94	5,436.40	6,251.86									MISC
PAYROLL TECHNICIAN		18	2	P	3,521.94	4,143.46	4,764.98									MISC
PERFORMING ARTS ASSISTANT		11 A	4	FL							2,867.59	3,009.68	3,160.56	3,318.59	3,485.54	EGLE
PERFORMING ARTS COORDINATOR		20	4	P	3,699.19	4,351.99	5,004.79									EGLE
PERFORMING ARTS MANAGER	E	38	2	M	5,430.51	6,788.14	8,145.77									EGLE
PERFORMING ARTS SUPERVISOR	E	26	4	M	4,037.02	5,046.27	6,055.52									EGLE
PERMIT TECHNICIAN		18 C	3	FL							3,409.94	3,580.43	3,758.04	3,946.29	4,143.46	SEIU
PLAN CHECK ENGINEER	E	34	2	M	4,919.15	6,148.94	7,378.73									EGLE
PLAN CHECK EXAMINER		30	3	P	4,734.54	5,570.05	6,405.56									EGLE
PLANNING BOARD CLERK		18 C	2	P	3,521.94	4,143.46	4,764.98									SEIU
POLICE ASSISTANT III-UNIFORMED		10 A	5	FL							2,853.99	2,995.60	3,144.41	3,298.58	3,463.56	NPOA
POLICE ASSISTANT II-UNIFORMED		6 A	5	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	NPOA
POLICE ASSISTANT I-UNIFORMED		2 C	5	FL							2,346.66	2,464.97	2,585.09	2,712.37	2,848.58	NPOA
POLICE CAPTAIN	E	2	VII	M	8,765.70	10,957.13	13,148.56									PMGR
POLICE CAPTAIN-TIER 2	E	2	VII	M	8,765.70	10,957.13	11,965.19									PMGR
POLICE CHIEF	E	1		DH				10,774.13	13,467.67	14,814.44						DHPO
POLICE LIEUTENANT	E	1	VII	M	7,622.70	9,528.37	11,434.04									PMGR
POLICE LIEUTENANT-TIER 2	E	1	VII	M	7,622.70	9,528.37	10,633.66									PMGR
POLICE MEDIA/COMM REL COORD		31	2	P	4,854.91	5,711.66	6,568.41									EGLE
POLICE OFFICER		1	VII	FL							5,292.01	5,554.37	5,834.18	6,122.67	6,426.34	POA
POLICE OFFICER TRAINEE		5	V	FL							4,826.84					NPOA
POLICE RECORDS SPECIALIST		1	V	FL							3,465.50	3,635.72	3,817.70	4,005.58	4,205.19	NPOA
POLICE RECORDS SUPERVISOR		26	2	P	4,356.57	5,125.38	5,894.19									NPOA
POLICE SERGEANT		3	VII	FL							6,424.14	6,742.97	7,079.14	7,432.68	7,801.36	POA
POSTCLOSURE ENV SYSTEMS SPEC		26 M	6	FL							4,127.45	4,335.25	4,551.94	4,779.23	5,017.26	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18 M	6	FL							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	SEIU
POSTCLOSURE SUPERVISOR		19 B	III	P	4,758.70	5,598.47	6,438.24									EGLE
PRINCIPAL CIVIL ENGINEER	E	44	3	M	6,297.18	7,871.47	9,445.76									EGLE
PRINCIPAL FINANCIAL ANALYST	E	35	2	M	5,043.57	6,304.46	7,565.35									MISC
PRINCIPAL FIRE PROT ENGINEER	E	43	2	M	6,143.58	7,679.47	9,215.36									EGLE
PRINCIPAL IT ANALYST	E	37	2	M	5,296.98	6,621.23	7,945.48									EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34	2	M	4,920.29	6,150.36	7,380.43									MISC
PRINCIPAL PLANNER	E	36	2	M	5,169.13	6,461.41	7,753.69									EGLE
PRINCIPAL PROJECT MANAGER	E	44	3	M	6,297.18	7,871.47	9,445.76									EGLE
PROGRAM ASSISTANT		16 C	5	FL							3,242.99	3,406.40	3,576.88	3,756.29	3,942.76	SEIU
PROJECT MANAGER	E	36	2	M	5,169.13	6,461.41	7,753.69									EGLE
PROPERTY & EVIDENCE SPECIALIST		2 A	V	P	3,829.95	4,505.82	5,181.69									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	4,185.18	4,923.74	5,662.30									EGLE
PUBLIC SAFETY DISP COORDINATOR		33 C	3	P	5,094.96	5,994.07	6,893.18									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*									
PUBLIC SAFETY DISPATCHER I		12 A	II	FL							3,949.19	4,145.68	4,354.19	4,570.65	4,799.20	SEIU
PUBLIC SAFETY DISPATCHER II		15 A	II	FL							4,404.26	4,624.80	4,855.30	5,097.87	5,352.50	SEIU
PUBLIC SAFETY DISPATCHER III		16 A	III	FL							4,843.87	5,086.05	5,340.36	5,607.36	5,887.73	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39	2	M	5,565.45	6,956.81	8,348.17									EGLE
PUBLIC SERVICES TECHNICIAN		10 M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PUBLIC SERVICES TRAINEE		10 M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PUBLIC WORKS DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
PUBLIC WORKS INSPECTOR I		25	3	FL							4,051.11	4,253.58	4,466.66	4,690.44	4,924.87	SEIU
PUBLIC WORKS INSPECTOR II		29	3	FL							4,472.02	4,695.82	4,930.19	5,177.09	5,434.60	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2	M	5,848.20	7,310.25	8,772.30									EGLE
REAL PROPERTY PROGRAM ADMIN.	E	38	3	M	5,430.51	6,788.14	8,145.77									EGLE
RECREATION COORDINATOR		16	4	P	3,350.56	3,941.83	4,533.10									EGLE
RECREATION LEADER II		2 A	IV	FL							1,859.07	1,951.40	2,049.02	2,152.06	2,258.57	EGLE
RECREATION MANAGER	E	38	2	M	5,430.51	6,788.14	8,145.77									EGLE
RECREATION SPECIALIST		7 B	IV	FL							2,372.21	2,491.17	2,615.48	2,745.10	2,883.58	EGLE
RECREATION SUPERVISOR	E	30	4	M	4,456.04	5,570.05	6,684.06									EGLE
RENT STABILIZATION MANAGER	E	43	2	M	6,143.58	7,679.47	9,215.36									EGLE
RISK MANAGER	E	40	2	M	5,704.63	7,130.79	8,556.95									EGLE
SAFETY & TRAINING ADMINISTRATR		19 B	III	P	4,758.70	5,598.47	6,438.24									EGLE
SENIOR ACCOUNTANT	E	31	2	M	4,569.33	5,711.66	6,853.99									EGLE
SENIOR ADMINISTRATIVE ASSIST		15 C	5	FL							3,164.86	3,324.68	3,489.88	3,663.94	3,846.84	SEIU
SENIOR ASSISTANT CITY ATTORNEY	E	51	2	M	7,485.84	9,357.30	11,228.76									MISC
SENIOR BUILDING INSPECTOR		33 C	3	P	5,094.96	5,994.07	6,893.18									SEIU
SENIOR CIVIL ENGINEER	E	40	3	M	5,704.63	7,130.79	8,556.95									EGLE
SENIOR CODE ENF OFFICER		29	3	P	4,619.41	5,434.60	6,249.79									SEIU
SENIOR DEPUTY CITY ATTORNEY	E	41	2	M	5,848.64	7,310.80	8,772.96									MISC
SENIOR FINANCIAL ANALYST-CONF	E	31	2	M	4,569.33	5,711.66	6,853.99									MISC
SENIOR HAZ MAT SPECIALIST - NS		42 F	VIII	P	6,388.55	7,515.94	8,643.33									EGLE
SENIOR HOUSING OFFICER	E	34	2	M	4,919.15	6,148.94	7,378.73									EGLE
SENIOR IT ANALYST	E	35	2	M	5,042.38	6,302.98	7,563.58									EGLE
SENIOR IT DESKTOP TECHNICIAN		21	2	P	3,792.16	4,461.36	5,130.56									EGLE
SENIOR LIBRARIAN		23	4	P	3,969.51	4,670.01	5,370.51									EGLE
SENIOR LIBRARY ASSISTANT		14 A	4	FL							3,087.75	3,242.24	3,403.82	3,576.06	3,751.86	EGLE
SENIOR MANAGEMENT ANALYST	E	31	2	M	4,569.33	5,711.66	6,853.99									EGLE
SENIOR MANAGEMENT ANALYST-CONF	E	31	2	M	4,569.33	5,711.66	6,853.99									MISC
SENIOR OUTREACH COORDINATOR		20	4	P	3,699.19	4,351.99	5,004.79									EGLE
SENIOR PAYROLL ACCOUNTANT	E	33	2	M	4,800.94	6,001.17	7,201.40									MISC
SENIOR PERMIT TECHNICIAN		23	3	FL							3,855.75	4,049.31	4,251.77	4,464.91	4,686.90	SEIU
SENIOR PLANNER	E	33	2	M	4,799.81	5,999.76	7,199.71									EGLE
SENIOR PROJECT MANAGER	E	40	2	M	5,704.63	7,130.79	8,556.95									EGLE
SENIOR PUBLIC WORKS INSPECTOR		33 C	3	P	5,094.96	5,994.07	6,893.18									SEIU
SENIOR RECREATION COORDINATOR		20	4	P	3,699.19	4,351.99	5,004.79									EGLE
SENIOR STAGEHAND		3	4	FL							2,352.69	2,469.88	2,594.16	2,723.79	2,860.49	EGLE
SENIOR SYSTEMS SPECIALIST	E	37	2	M	5,296.98	6,621.23	7,945.48									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.									
SENIOR TICKET SERVICES REP		1	4	FL							2,239.03	2,350.88	2,469.88	2,592.38	2,722.00	EGLE
SENIOR UTILITIES SYS TECH.		23 M	6	FL							3,833.77	4,024.96	4,226.98	4,438.17	4,660.27	SEIU
SENIOR WATER SYSTEM OPERATOR		26 M	6	FL							4,127.45	4,335.25	4,551.94	4,779.23	5,017.26	SEIU
SHORELINE MANAGER	E	38	2	M	5,430.51	6,788.14	8,145.77									EGLE
SOLID WASTE PROGRAM MANAGER	E	25 A	II	M	5,375.12	6,718.90	8,062.68									EGLE
SR HUMAN RESOURCES ANALYST	E	31	2	M	4,569.33	5,711.66	6,853.99									MISC
SR POSTCLOSURE ENV SYS TECH		22 M	6	FL							3,740.27	3,926.79	4,123.88	4,329.93	4,546.60	SEIU
STREET & LANDFILL CLOSURE MNGR	E	26 B	III	M	5,775.68	7,219.60	8,663.52									EGLE
STREET LIGHTING TECHNICIAN		18 M	6	FL							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	SEIU
STREET MAINTENANCE WORKER I		10 M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
STREET MAINTENANCE WORKER II		14 M	6	FL							3,068.96	3,223.48	3,383.31	3,553.80	3,731.41	SEIU
STREET MAINTENANCE WORKER III		19 M	6	FL							3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	SEIU
STREET SUPERVISOR		19 B	III	P	4,758.70	5,598.47	6,438.24									EGLE
STREETSWEeper OPERATOR		16 M	6	FL							3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
SUPERVISING BUYER		28	2	P	4,506.67	5,301.96	6,097.25									EGLE
SUPERVISING PRKS & OPN SP WRKR		11 M	4	FL							2,850.50	2,992.57	3,141.79	3,299.81	3,465.01	SEIU
SUSTAINABILITY PROGRAM MANAGER	E	34	2	M	4,919.15	6,148.94	7,378.73									EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12 A	II	P	3,560.36	4,188.66	4,816.96									EGLE
SYSTEMS SPECIALIST		28	2	P	4,506.67	5,301.96	6,097.25									EGLE
TRAFFIC ENGINEER	E	45	3	M	6,454.61	8,068.26	9,681.91									EGLE
TRAINING OFFICER I		1	VIII	FL							4,929.61	5,177.43	5,435.71	5,706.47	5,991.76	MVFF
TRANSPORTATION MANAGER	E	44	2	M	6,297.18	7,871.47	9,445.76									EGLE
TRANSPORTATION PLANNER	E	40	3	M	5,704.63	7,130.79	8,556.95									EGLE
TREE TRIMMER I		12 M	6	FL							2,921.57	3,067.20	3,221.72	3,381.54	3,552.04	SEIU
TREE TRIMMER II		16 M	6	FL							3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
TREE TRIMMER III		20 M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
URBAN FOREST COORDINATOR		16	2	P	3,350.56	3,941.83	4,533.10									EGLE
URBAN FOREST MANAGER	E	38	2	M	5,430.51	6,788.14	8,145.77									EGLE
URBAN FOREST SUPERVISOR		20 B	III	P	4,933.78	5,804.45	6,675.12									EGLE
UTILITIES ELECTRICIAN		27 M	6	FL							4,230.64	4,443.63	4,665.74	4,898.71	5,142.70	SEIU
UTILITIES INSPECTOR LOCATOR		20 M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
UTILITIES SERVICES MANAGER	E	42	3	M	5,994.42	7,493.03	8,991.64									EGLE
UTILITIES SYSTEMS SPECIALIST		27 M	6	FL							4,230.64	4,443.63	4,665.74	4,898.71	5,142.70	SEIU
UTILITIES SYSTEMS SUPERVISOR		20 A	III	P	4,877.67	5,738.43	6,599.19									EGLE
UTILITIES SYSTEMS TECHNICIAN		19 M	6	FL							3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	SEIU
WAREHOUSE WORKER		10 M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
WASTEWATER SUPERVISOR		20 A	III	P	4,877.67	5,738.43	6,599.19									EGLE
WASTEWATER UTILITY WORKER I		13 M	6	FL							2,994.61	3,143.89	3,302.27	3,466.07	3,640.84	SEIU
WASTEWATER UTILITY WORKER II		17 M	6	FL							3,305.19	3,470.34	3,644.38	3,827.31	4,017.36	SEIU
WASTEWATER UTILITY WORKER III		21 M	6	FL							3,648.09	3,830.15	4,023.12	4,223.37	4,434.54	SEIU
WATER OPERATIONS SPECIALIST		27 M	6	FL							4,230.64	4,443.63	4,665.74	4,898.71	5,142.70	SEIU
WATER QUALITY TECHNICIAN		26 M	6	FL							4,127.45	4,335.25	4,551.94	4,779.23	5,017.26	SEIU
WATER RESOURCE MANAGER	E	34	2	M	4,919.15	6,148.94	7,378.73									EGLE
WATER RESOURCES TECHNICIAN		19 M	6	FL							3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	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*									
WATER SUPERINTENDENT	E	22 A	III	M	5,119.28	6,399.10	7,678.92									EGLE
WATER SUPERVISOR		20 A	III	P	4,877.67	5,738.43	6,599.19									EGLE
WATER SYSTEM OPERATOR		22 M	6	FL							3,740.27	3,926.79	4,123.88	4,329.93	4,546.60	SEIU
WATER UTILITY WORKER I		13 M	6	FL							2,994.61	3,143.89	3,302.27	3,466.07	3,640.84	SEIU
WATER UTILITY WORKER II		17 M	6	FL							3,305.19	3,470.34	3,644.38	3,827.31	4,017.36	SEIU
WATER UTILITY WORKER III		21 M	6	FL							3,648.09	3,830.15	4,023.12	4,223.37	4,434.54	SEIU
WEBSITE COORDINATOR		31	2	P	4,854.91	5,711.66	6,568.41									MISC
WILDLIFE PRESERVATION COORD		16	4	P	3,350.56	3,941.83	4,533.10									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	06/23/2024	06/25/2024	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/23/2024	06/25/2024	EAGLES MOU adoption salary adjustments
Revision No. 2	06/23/2024	06/25/2024	SEIU MOU adoption salary adjustments
Revision No. 3	06/23/2024	12/10/2024	Add Finance Manager - CONF; correct IT Analyst II classification listing; correct MVFF classification levels 1-5 for career development increases approved with labor agreements
Revision No. 4	09/01/2024	12/10/2024	Police Media and Community Relations Coordinator reclassified to Police Media and Community Relations Analyst

Exhibit B

Effective September 1, 2024

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2024-25
Revision No. 6

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		8	C	5	FL						2,663.28	2,794.32	2,936.35	3,081.97	3,236.73	SEIU
ACCOUNT CLERK I - CONF		8		5	FL						2,663.28	2,794.32	2,936.35	3,081.97	3,236.73	MISC
ACCOUNT CLERK II		12	C	5	FL						2,936.35	3,083.80	3,240.32	3,402.34	3,571.66	SEIU
ACCOUNT CLERK II-CONF.		12		5	FL						2,936.33	3,083.79	3,240.32	3,402.34	3,571.66	MISC
ACCOUNTANT I		23	A	2	P	3,983.87	4,686.90	5,389.94								EGLE
ACCOUNTANT II		27		2	P	4,397.59	5,173.63	5,949.67								EGLE
ACCOUNTING MANAGER	E	40		2	M	5,705.95	7,132.44	8,558.93								MISC
ACCOUNTING TECHNICIAN		16	C	2	FL						3,242.99	3,406.40	3,576.88	3,756.29	3,942.76	SEIU
ADMINISTRATIVE AIDE		19		2	P	3,609.47	4,246.44	4,883.41								EGLE
ADMINISTRATIVE ASSISTANT		11	C	5	FL						2,864.72	3,008.57	3,161.29	3,319.36	3,484.55	SEIU
ADMINISTRATIVE ASSISTANT-CONF		11		5	FL						2,864.72	3,008.57	3,161.29	3,319.36	3,484.55	MISC
ADVANCED PLANNING MANAGER	E	41		2	M	5,848.20	7,310.25	8,772.30								EGLE
AFFORDABLE HOUSING MANAGER	E	43		2	M	6,143.58	7,679.47	9,215.36								EGLE
ANALYST I		23	A	2	P	3,983.87	4,686.90	5,389.94								EGLE
ANALYST I-CONF		23		2	P	3,983.87	4,686.90	5,389.94								MISC
ANALYST II		27		2	P	4,397.59	5,173.63	5,949.67								EGLE
ANALYST II-CONF		27		2	P	4,397.59	5,173.63	5,949.67								MISC
ASSISTANT BUILDING INSPECTOR		23		3	FL						3,855.75	4,049.31	4,251.77	4,464.91	4,686.90	SEIU
ASSISTANT BUYER		20		2	FL						3,579.59	3,758.93	3,947.15	4,144.25	4,351.99	EGLE
ASSISTANT CITY ATTORNEY	E	47		2	M	6,782.96	8,478.70	10,174.44								MISC
ASSISTANT CITY CLERK		31		2	M	4,569.33	5,711.66	6,853.99								EGLE
ASSISTANT CITY MANAGER	E	1			DH				9,458.81	11,823.51	13,005.86					ESMS
ASSISTANT COMM. SVCS. DIRECTOR	E	46		3	M	6,616.60	8,270.75	9,924.90								EGLE
ASSISTANT ENGINEER (CIVIL)		32		3	P	4,974.51	5,852.37	6,730.23								EGLE
ASSISTANT IT DIRECTOR	E	46		2	M	6,616.60	8,270.75	9,924.90								EGLE
ASSISTANT LIBRARY DIRECTOR		46		4	M	6,616.60	8,270.75	9,924.90								EGLE
ASSISTANT PLANNER		25		2	P	4,185.18	4,923.74	5,662.30								EGLE
ASSISTANT PROJECT MANAGER	E	32		2	M	4,681.90	5,852.37	7,022.84								EGLE
ASSISTANT PUBLIC WORKS DIR.	E	51		3	M	7,485.85	9,357.31	11,228.77								EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A	II	M	5,575.26	6,969.07	8,362.88								MISC
ASSOCIATE ENGINEER (CIVIL)		36		3	P	5,492.20	6,461.41	7,430.62								EGLE
ASSOCIATE PLANNER		29		2	P	4,619.87	5,435.14	6,250.41								EGLE
ASST COMMUNITY DEVELOPMENT DIR	E	46		2	M	6,616.60	8,270.75	9,924.90								EGLE
ASST FINANCE & ADM SVCS DIR	E	48		2	M	6,952.06	8,690.07	10,428.08								MISC
BATTALION CHIEF	E	4		VIII	M	8,076.67	10,095.84	12,115.01								FMGR
BATTALION CHIEF-TIER 2	E	4		VIII	M	8,076.67	10,095.84	11,266.96								FMGR
BUILDING INSPECTOR I		25		3	FL						4,051.11	4,253.58	4,466.66	4,690.44	4,924.87	SEIU
BUILDING INSPECTOR II		29		3	FL						4,472.02	4,695.82	4,930.19	5,177.09	5,434.60	SEIU
BUYER		24		2	FL						3,951.46	4,149.04	4,356.47	4,574.29	4,803.00	EGLE
CHIEF BLDG OFFICIAL	E	44		3	M	6,297.18	7,871.47	9,445.76								EGLE
CHIEF COMMUNICATIONS OFFICER	E	46		2	M	6,618.14	8,272.68	9,927.22								MISC
CHIEF SUSTAIN & RSLNCE OFFICER	E	46		2	M	6,616.60	8,270.75	9,924.90								EGLE
CIO/INFORMATION TECHNOLOGY DIR	E	0			DH				8,921.76	11,152.20	12,267.42					ESMS
CITY ATTORNEY	E	0			DH		13,413.54									CA

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**						
CITY CLERK	E	0		DH		8,409.72										CC
CITY MANAGER	E	0		DH		16,252.32										CM
CODE ENFORCEMENT OFFICER I		23	3	FL							3,855.75	4,049.31	4,251.77	4,464.91	4,686.90	SEIU
CODE ENFORCEMENT OFFICER II		27	3	FL							4,257.14	4,468.44	4,692.26	4,926.65	5,173.53	SEIU
COMMUNICATION COORDINATOR		31	2	P	4,854.91	5,711.66	6,568.41									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY OUTREACH SPECIALIST		7	B	FL							2,372.21	2,491.17	2,615.48	2,745.10	2,883.58	EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							3,535.90	3,714.00	3,897.90	4,089.71	4,291.27	NPOA
COMMUNITY SVCS PROJECT ADMIN		29	2	P	4,619.87	5,435.14	6,250.41									EGLE
COPY CENTER TECHNICIAN		10	5	FL							2,796.55	2,936.85	3,084.22	3,236.92	3,400.29	EGLE
COUNCILMEMBER				COUNCIL		622.21										
CRIME ANALYST		27	2	P	4,397.59	5,173.63	5,949.67									EGLE
CROSS CONNECTION CONTROL SPEC		19	M	6	FL						3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	SEIU
CUSTOMER SERVICE SUPERVISOR		22	2	P	3,886.34	4,572.17	5,258.00									EGLE
CUSTOMER SVC. REPRESENTATIVE		5	C	5	FL						2,470.43	2,592.97	2,722.64	2,859.39	3,001.47	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	48	3	M	6,958.22	8,697.78	10,437.34									EGLE
DEPUTY BUILDING OFFICIAL	E	36	2	M	5,169.13	6,461.41	7,753.69									EGLE
DEPUTY CITY ATTORNEY	E	37	2	M	5,298.21	6,622.76	7,947.31									MISC
DEPUTY CITY CLERK		22	2	P	3,886.34	4,572.17	5,258.00									EGLE
DEPUTY CITY MANAGER	E	46	2	M	6,618.14	8,272.68	9,927.22									MISC
DEPUTY COMMUNICATIONS OFFICER	E	34	2	M	4,920.29	6,150.36	7,380.43									MISC
DEPUTY FIRE CHIEF	E	7	VIII	M	8,692.53	10,865.66	13,038.79									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							6,503.14	6,829.04	7,170.27	7,529.01	7,905.26	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A	VIII	FL						6,625.43	6,951.32	7,292.54	7,651.29	8,027.53	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B	VIII	FL						6,710.47	7,036.36	7,377.58	7,736.33	8,112.57	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C	VIII	FL						6,752.98	7,078.87	7,420.10	7,778.84	8,155.10	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D	VIII	FL						6,775.66	7,101.54	7,442.78	7,801.52	8,177.77	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E	VIII	FL						6,866.35	7,192.25	7,533.48	7,892.21	8,268.47	MVFF
DEPUTY ZONING ADMINISTRATOR	E	36	2	M	5,169.13	6,461.41	7,753.69									EGLE
DEV SRVCS COORD		33	C	3	P	5,094.96	5,994.07	6,893.18								SEIU
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2,796.55	2,936.85	3,084.22	3,236.92	3,400.29	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							3,085.96	3,240.50	3,403.82	3,572.49	3,751.86	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							3,407.35	3,577.85	3,757.21	3,945.39	4,142.50	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3,887.27	4,573.26	5,259.25									MISC
ECONOMIC DEVELOPMNT STRATEGIST	E	33	2	M	4,799.81	5,999.76	7,199.71									EGLE
ECONOMIC VITALITY MANAGER	E	43	2	M	6,143.58	7,679.47	9,215.36									EGLE
EMERGENCY COMMUNICATIONS MGR		39	2	M	5,565.45	6,956.81	8,348.17									EGLE
ENGINEERING ASSISTANT I		16	3	FL							3,239.44	3,401.09	3,571.54	3,750.94	3,937.41	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						3,576.88	3,756.29	3,944.52	4,141.64	4,347.69	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						3,953.42	4,150.56	4,358.35	4,576.80	4,804.13	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	4,242.01	4,990.60	5,739.19									SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	5,094.96	5,994.07	6,893.18								SEIU
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	4,758.70	5,598.47	6,438.24								EGLE

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**						
EQUIPMENT MECHANIC I		16	M	6	FL						3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
EQUIPMENT MECHANIC II		20	M	6	FL						3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
EQUIPMENT MECHANIC III		24	M	6	FL						3,928.55	4,125.69	4,331.70	4,548.40	4,775.71	SEIU
EQUIPMENT SERVICE WORKER		10	M	6	FL						2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
EXECUTIVE ASSISTANT		18	C	2	P	3,521.94	4,143.46	4,764.98								SEIU
EXECUTIVE ASST. TO THE CA		22		2	P	3,887.27	4,573.26	5,259.25								MISC
EXECUTIVE ASST. TO THE CM		22		2	P	3,887.27	4,573.26	5,259.25								MISC
FACILITIES CONTRACT COORDINATR		26		2	P	4,289.33	5,046.27	5,803.21								EGLE
FACILITIES MAINT. SUPERVISOR		19	B	III	P	4,758.70	5,598.47	6,438.24								EGLE
FACILITIES MAINTENANCE I		12	M	6	FL						2,921.57	3,067.20	3,221.72	3,381.54	3,552.04	SEIU
FACILITIES MAINTENANCE II		16	M	6	FL						3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
FACILITIES MAINTENANCE III		20	M	6	FL						3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
FACILITIES PROJECT MANAGER	E	36		2	M	5,169.13	6,461.41	7,753.69								EGLE
FINANCE AND ADMIN SVCS DIR	E	0			DH				8,921.76	11,152.20	12,267.42					ESMS
FINANCE MANAGER	E	40	A	2	M	5,705.95	7,132.44	8,558.93								EGLE
FINANCE MANAGER - CONF	E	40		2	M	5,705.95	7,132.44	8,558.93								MISC
FINANCIAL ANALYST I		23	A	2	P	3,983.87	4,686.90	5,389.94								EGLE
FINANCIAL ANALYST I - CONF		23		2	P	3,983.87	4,686.90	5,389.94								MISC
FINANCIAL ANALYST II		27		2	P	4,397.59	5,173.63	5,949.67								EGLE
FINANCIAL ANALYST II - CONF		27		2	P	4,397.59	5,173.63	5,949.67								MISC
FIRE CAPTAIN		12		VIII	FL						6,492.18	6,818.13	7,157.16	7,515.90	7,892.12	MVFF
FIRE CAPTAIN/HAZ MAT		15		VIII	FL						6,816.76	7,159.03	7,514.97	7,891.65	8,286.67	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15	A	VIII	FL						6,939.04	7,281.31	7,637.25	8,013.95	8,408.95	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15	B	VIII	FL						7,024.07	7,366.34	7,722.28	8,098.98	8,493.99	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15	C	VIII	FL						7,066.60	7,408.85	7,764.79	8,141.49	8,536.52	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15	D	VIII	FL						7,089.26	7,431.52	7,787.46	8,164.16	8,559.20	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15	E	VIII	FL						7,179.96	7,522.21	7,878.17	8,254.85	8,649.88	MVFF
FIRE CAPTAIN-LEVEL 1		12	A	VIII	FL						6,614.46	6,940.42	7,279.44	7,638.17	8,014.40	MVFF
FIRE CAPTAIN-LEVEL 2		12	B	VIII	FL						6,699.49	7,025.45	7,364.48	7,723.21	8,099.44	MVFF
FIRE CAPTAIN-LEVEL 3		12	C	VIII	FL						6,742.01	7,067.96	7,406.98	7,765.73	8,141.95	MVFF
FIRE CAPTAIN-LEVEL 4		12	D	VIII	FL						6,764.67	7,090.63	7,429.65	7,788.40	8,164.63	MVFF
FIRE CAPTAIN-LEVEL 5		12	E	VIII	FL						6,855.39	7,181.33	7,520.36	7,879.11	8,255.32	MVFF
FIRE CHIEF	E	1			DH				10,774.13	13,467.67	14,814.44					DHFI
FIRE ENGINEER		6		VIII	FL						5,564.82	5,841.84	6,135.42	6,441.60	6,764.46	MVFF
FIRE ENGINEER/HAZ MAT		9		VIII	FL						5,843.06	6,133.85	6,442.20	6,763.65	7,102.65	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9	A	VIII	FL						5,965.36	6,256.14	6,564.48	6,885.94	7,224.92	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2		9	B	VIII	FL						6,050.37	6,341.16	6,649.51	6,970.97	7,309.96	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3		9	C	VIII	FL						6,092.91	6,383.70	6,692.03	7,013.50	7,352.50	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4		9	D	VIII	FL						6,115.57	6,406.37	6,714.70	7,036.18	7,375.17	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5		9	E	VIII	FL						6,206.27	6,497.05	6,805.41	7,126.87	7,465.86	MVFF
FIRE ENGINEER/PARAMEDIC		11		VIII	FL						6,177.12	6,487.45	6,810.25	7,151.80	7,510.03	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 1		11	A	VIII	FL						6,299.39	6,609.72	6,932.52	7,274.09	7,632.32	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 2		11	B	VIII	FL						6,384.43	6,694.75	7,017.56	7,359.12	7,717.35	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 3		11	C	VIII	FL						6,426.94	6,737.27	7,060.08	7,401.65	7,759.87	MVFF

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2024-25
Revision No. 6

Effective September 1, 2024

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 ENGINEER/PARAMEDIC-LEVL 4		11	D	VIII	FL						6,449.62	6,759.94	7,082.74	7,424.33	7,782.55	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 5		11	E	VIII	FL						6,540.32	6,850.63	7,173.45	7,515.01	7,873.24	MVFF
FIRE ENGINEER/PMEDIC/HM		8		VIII	FL						6,487.47	6,811.83	7,152.42	7,510.03	7,885.55	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		8	A	VIII	FL						6,609.75	6,934.12	7,274.71	7,632.32	8,007.83	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2		8	B	VIII	FL						6,694.77	7,019.16	7,359.73	7,717.35	8,092.87	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3		8	C	VIII	FL						6,737.29	7,061.67	7,402.27	7,759.87	8,135.37	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		8	D	VIII	FL						6,759.96	7,084.33	7,424.93	7,782.55	8,158.05	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		8	E	VIII	FL						6,850.65	7,175.05	7,515.63	7,873.24	8,248.76	MVFF
FIRE ENGINEER-LEVEL 1		6	A	VIII	FL						5,687.10	5,964.12	6,257.70	6,563.89	6,886.74	MVFF
FIRE ENGINEER-LEVEL 2		6	B	VIII	FL						5,772.13	6,049.16	6,342.74	6,648.91	6,971.77	MVFF
FIRE ENGINEER-LEVEL 3		6	C	VIII	FL						5,814.65	6,091.67	6,385.27	6,691.44	7,014.30	MVFF
FIRE ENGINEER-LEVEL 4		6	D	VIII	FL						5,837.32	6,114.33	6,407.95	6,714.12	7,036.98	MVFF
FIRE ENGINEER-LEVEL 5		6	E	VIII	FL						5,928.03	6,205.05	6,498.63	6,804.80	7,127.65	MVFF
FIRE MARSHAL NON-SAFETY	E	51		VIII	M	7,485.85	9,357.31	11,228.77								EGLE
FIRE PREVENTION OFFICER I		1		VIII	FL						4,929.61	5,177.43	5,435.71	5,706.47	5,991.76	MVFF
FIRE PREVENTION OFFICER II		3		VIII	FL						5,173.31	5,431.52	5,704.37	5,987.60	6,287.47	MVFF
FIRE PREVENTION OFFICER III		10		VIII	FL						6,014.66	6,314.58	6,631.18	6,962.27	7,310.09	MVFF
FIRE PROTECTION ENGINEER	E	41	3		M	5,848.20	7,310.25	8,772.30								EGLE
FIREFIGHTER		2		VIII	FL						5,071.22	5,325.31	5,591.89	5,870.98	6,164.63	MVFF
FIREFIGHTER LEVEL 1		2	A	VIII	FL						5,193.51	5,447.59	5,714.16	5,993.26	6,286.92	MVFF
FIREFIGHTER LEVEL 2		2	B	VIII	FL						5,278.54	5,532.62	5,799.20	6,078.29	6,371.96	MVFF
FIREFIGHTER LEVEL 3		2	C	VIII	FL						5,321.06	5,575.13	5,841.74	6,120.81	6,414.48	MVFF
FIREFIGHTER LEVEL 4		2	D	VIII	FL						5,343.74	5,597.81	5,864.39	6,143.48	6,437.15	MVFF
FIREFIGHTER LEVEL 5		2	E	VIII	FL						5,434.42	5,688.50	5,955.10	6,234.19	6,527.84	MVFF
FIREFIGHTER/HAZ MAT		5		VIII	FL						5,324.80	5,591.55	5,871.48	6,164.49	6,472.86	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5	A	VIII	FL						5,447.09	5,713.84	5,993.77	6,286.76	6,595.16	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5	B	VIII	FL						5,532.12	5,798.88	6,078.80	6,371.79	6,680.18	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5	C	VIII	FL						5,574.64	5,841.38	6,121.32	6,414.30	6,722.71	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5	D	VIII	FL						5,597.32	5,864.06	6,143.99	6,436.98	6,745.37	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5	E	VIII	FL						5,688.01	5,954.76	6,234.68	6,527.68	6,836.08	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4		VIII	FL						5,908.63	6,203.86	6,514.36	6,840.27	7,181.41	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4	A	VIII	FL						6,030.92	6,326.15	6,636.65	6,962.55	7,303.70	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4	B	VIII	FL						6,115.95	6,411.19	6,721.68	7,047.59	7,388.72	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4	C	VIII	FL						6,158.47	6,453.70	6,764.21	7,090.10	7,431.24	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4	D	VIII	FL						6,181.15	6,476.37	6,786.89	7,112.77	7,453.92	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4	E	VIII	FL						6,271.83	6,567.07	6,877.56	7,203.47	7,544.60	MVFF
FIREFIGHTER/PARAMEDIC		7		VIII	FL						5,627.32	5,908.47	6,204.19	6,514.54	6,839.44	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7	A	VIII	FL						5,749.61	6,030.75	6,326.46	6,636.82	6,961.71	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7	B	VIII	FL						5,834.64	6,115.79	6,411.50	6,721.85	7,046.75	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7	C	VIII	FL						5,877.17	6,158.30	6,454.04	6,764.36	7,089.26	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7	D	VIII	FL						5,899.84	6,180.96	6,476.70	6,787.04	7,111.92	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7	E	VIII	FL						5,990.52	6,271.67	6,567.39	6,877.74	7,202.64	MVFF
FLEET AND FACILITIES MANAGER	E	25	B	III	M	5,568.28	6,960.35	8,352.42								EGLE
HAZ MAT INSPECTOR NON SAFETY		30		VIII	P	4,734.54	5,570.05	6,405.56								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*									
HAZARDOUS MAT SPEC NON SAFETY		40	F VIII	P	6,080.71	7,153.78	8,226.85									EGLE
HEAVY EQUIPMENT OPERATOR		18	M 6	FL							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	SEIU
HEAVY EQUIPMENT SPECIALIST		20	M 6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
HOUSING DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
HOUSING OFFICER	E	32	2	M	4,681.90	5,852.37	7,022.84									EGLE
HOUSING SPECIALIST I		24	2	P	4,082.55	4,803.00	5,523.45									EGLE
HOUSING SPECIALIST II		28	2	P	4,506.67	5,301.96	6,097.25									EGLE
HUMAN RESOURCES ANALYST I		23	2	P	3,983.87	4,686.90	5,389.94									MISC
HUMAN RESOURCES ANALYST II		27	2	P	4,397.59	5,173.63	5,949.67									MISC
HUMAN RESOURCES DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
HUMAN RESOURCES MANAGER	E	42	2	M	5,995.83	7,494.79	8,993.75									MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	3,700.05	4,353.00	5,005.95									MISC
HUMAN SERVICES MANAGER	E	34	2	M	4,919.15	6,148.94	7,378.73									EGLE
INFORMATION TECHNOLOGY MANAGER	E	42	2	M	5,994.42	7,493.03	8,991.64									EGLE
IT ANALYST I		27	2	P	4,397.59	5,173.63	5,949.67									EGLE
IT ANALYST II	E	31	2	M	4,569.33	5,711.66	6,853.99									EGLE
IT ANALYST II	E	31	2	P	4,854.91	5,711.66	6,568.41									EGLE
IT APPLICATIONS MANAGER	E	39	A 2	M	5,566.73	6,958.41	8,350.09									EGLE
IT DESKTOP TECHNICIAN I		13	2	P	3,111.07	3,660.08	4,209.09									EGLE
IT DESKTOP TECHNICIAN II		17	2	P	3,435.15	4,041.35	4,647.55									EGLE
IT OPERATIONS MANAGER	E	39	A 2	M	5,566.73	6,958.41	8,350.09									EGLE
JUNIOR ENGINEER (CIVIL)		28	3	P	4,506.67	5,301.96	6,097.25									EGLE
JUNIOR PLANNER		21	2	P	3,792.16	4,461.36	5,130.56									EGLE
LEAD POLICE RECORDS SPECIALIST		3	V	FL							3,876.44	4,068.18	4,271.66	4,483.02	4,708.02	NPOA
LEAD PUBLIC SAFETY DISPATCHER		18	A II	P	4,832.80	5,685.65	6,538.50									SEIU
LEAD SECURITY SERVICES GUARD		7	M 6	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	SEIU
LEGAL SECRETARY		18	A 2	P	3,521.94	4,143.46	4,764.98									MISC
LIBRARIAN I		15	4	P	3,269.04	3,845.93	4,422.82									EGLE
LIBRARIAN II		19	4	P	3,609.47	4,246.44	4,883.41									EGLE
LIBRARY ASSISTANT I		6	4	FL							2,533.77	2,659.86	2,793.00	2,933.28	3,080.66	EGLE
LIBRARY ASSISTANT II		10	4	FL							2,796.55	2,936.85	3,084.22	3,236.92	3,400.29	EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22	4	P	3,886.34	4,572.17	5,258.00									EGLE
LIBRARY DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
LIBRARY MANAGER	E	35	4	M	5,042.38	6,302.98	7,563.58									EGLE
LIBRARY TECHNICIAN		1	4	FL							2,239.03	2,350.88	2,469.88	2,592.38	2,722.00	EGLE
MANAGEMENT FELLOW		18	2	P	3,521.13	4,142.50	4,763.88									EGLE
MAYOR				COUNCIL		777.81										
OFFICE ASSISTANT		7	C 5	FL							2,598.33	2,726.17	2,864.72	3,006.80	3,157.78	SEIU
OFFICE ASSISTANT-CONF		7	5	FL							2,598.33	2,726.17	2,864.72	3,006.80	3,157.78	MISC
OFFICE OF EMER SVCS COORD.		40	F VIII	P	6,080.71	7,153.78	8,226.85									EGLE
PARALEGAL		19	2	P	3,609.47	4,246.44	4,883.41									MISC
PARKS & OPEN SPACE MANAGER	E	38	2	M	5,430.51	6,788.14	8,145.77									EGLE
PARKS & OPEN SPACE WORKER I		3	M 6	FL							2,346.66	2,464.97	2,585.09	2,712.37	2,848.58	SEIU
PARKS & OPEN SPACE WORKER II		7	M 6	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	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*									
PARKS MAINTENANCE WORKER I		10	M	6	FL						2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PARKS MAINTENANCE WORKER II		14	M	6	FL						3,068.96	3,223.48	3,383.31	3,553.80	3,731.41	SEIU
PARKS MAINTENANCE WORKER III		18	M	6	FL						3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	SEIU
PARKS SUPERVISOR		19	B	III	P	4,758.70	5,598.47	6,438.24								EGLE
PAYROLL ACCOUNTANT I		25		2	P	4,186.14	4,924.87	5,663.60								MISC
PAYROLL ACCOUNTANT II		29		2	P	4,620.94	5,436.40	6,251.86								MISC
PAYROLL TECHNICIAN		18		2	P	3,521.94	4,143.46	4,764.98								MISC
PERFORMING ARTS ASSISTANT		11	A	4	FL						2,867.59	3,009.68	3,160.56	3,318.59	3,485.54	EGLE
PERFORMING ARTS COORDINATOR		20		4	P	3,699.19	4,351.99	5,004.79								EGLE
PERFORMING ARTS MANAGER	E	38		2	M	5,430.51	6,788.14	8,145.77								EGLE
PERFORMING ARTS SUPERVISOR	E	26		4	M	4,037.02	5,046.27	6,055.52								EGLE
PERMIT TECHNICIAN		18	C	3	FL						3,409.94	3,580.43	3,758.04	3,946.29	4,143.46	SEIU
PLAN CHECK ENGINEER	E	34		2	M	4,919.15	6,148.94	7,378.73								EGLE
PLAN CHECK EXAMINER		30		3	P	4,734.54	5,570.05	6,405.56								EGLE
PLANNING BOARD CLERK		18	C	2	P	3,521.94	4,143.46	4,764.98								SEIU
POLICE ASSISTANT III-UNIFORMED		10	A	5	FL						2,853.99	2,995.60	3,144.41	3,298.58	3,463.56	NPOA
POLICE ASSISTANT II-UNIFORMED		6	A	5	FL						2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	NPOA
POLICE ASSISTANT I-UNIFORMED		2	C	5	FL						2,346.66	2,464.97	2,585.09	2,712.37	2,848.58	NPOA
POLICE CAPTAIN	E	2		VII	M	8,765.70	10,957.13	13,148.56								PMGR
POLICE CAPTAIN-TIER 2	E	2		VII	M	8,765.70	10,957.13	11,965.19								PMGR
POLICE CHIEF	E	1			DH				10,774.13	13,467.67	14,814.44					DHPO
POLICE LIEUTENANT	E	1		VII	M	7,622.70	9,528.37	11,434.04								PMGR
POLICE LIEUTENANT-TIER 2	E	1		VII	M	7,622.70	9,528.37	10,633.66								PMGR
POLICE MEDIA/COMM REL ANALYST	E	32		2	M	4,681.90	5,852.37	7,022.84								EGLE
POLICE OFFICER		1		VII	FL						5,292.01	5,554.37	5,834.18	6,122.67	6,426.34	POA
POLICE OFFICER TRAINEE		5		V	FL						4,826.84					NPOA
POLICE RECORDS SPECIALIST		1		V	FL						3,465.50	3,635.72	3,817.70	4,005.58	4,205.19	NPOA
POLICE RECORDS SUPERVISOR		26		2	P	4,356.57	5,125.38	5,894.19								NPOA
POLICE SERGEANT		3		VII	FL						6,424.14	6,742.97	7,079.14	7,432.68	7,801.36	POA
POSTCLOSURE ENV SYSTEMS SPEC		26	M	6	FL						4,127.45	4,335.25	4,551.94	4,779.23	5,017.26	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	M	6	FL						3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	SEIU
POSTCLOSURE SUPERVISOR		19	B	III	P	4,758.70	5,598.47	6,438.24								EGLE
PRINCIPAL CIVIL ENGINEER	E	44		3	M	6,297.18	7,871.47	9,445.76								EGLE
PRINCIPAL FINANCIAL ANALYST	E	35		2	M	5,043.57	6,304.46	7,565.35								MISC
PRINCIPAL FIRE PROT ENGINEER	E	43		2	M	6,143.58	7,679.47	9,215.36								EGLE
PRINCIPAL IT ANALYST	E	37		2	M	5,296.98	6,621.23	7,945.48								EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34		2	M	4,920.29	6,150.36	7,380.43								MISC
PRINCIPAL PLANNER	E	36		2	M	5,169.13	6,461.41	7,753.69								EGLE
PRINCIPAL PROJECT MANAGER	E	44		3	M	6,297.18	7,871.47	9,445.76								EGLE
PROGRAM ASSISTANT		16	C	5	FL						3,242.99	3,406.40	3,576.88	3,756.29	3,942.76	SEIU
PROJECT MANAGER	E	36		2	M	5,169.13	6,461.41	7,753.69								EGLE
PROPERTY & EVIDENCE SPECIALIST		2	A	V	P	3,829.95	4,505.82	5,181.69								NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25		2	P	4,185.18	4,923.74	5,662.30								EGLE
PUBLIC SAFETY DISP COORDINATOR		33	C	3	P	5,094.96	5,994.07	6,893.18								SEIU

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**						
PUBLIC SAFETY DISPATCHER I		12	A	II	FL						3,949.19	4,145.68	4,354.19	4,570.65	4,799.20	SEIU
PUBLIC SAFETY DISPATCHER II		15	A	II	FL						4,404.26	4,624.80	4,855.30	5,097.87	5,352.50	SEIU
PUBLIC SAFETY DISPATCHER III		16	A	III	FL						4,843.87	5,086.05	5,340.36	5,607.36	5,887.73	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39		2	M	5,565.45	6,956.81	8,348.17								EGLE
PUBLIC SERVICES TECHNICIAN		10	M	6	FL						2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PUBLIC SERVICES TRAINEE		10	M	6	FL						2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PUBLIC WORKS DIRECTOR	E	0			DH				8,921.76	11,152.20	12,267.42					ESMS
PUBLIC WORKS INSPECTOR I		25		3	FL						4,051.11	4,253.58	4,466.66	4,690.44	4,924.87	SEIU
PUBLIC WORKS INSPECTOR II		29		3	FL						4,472.02	4,695.82	4,930.19	5,177.09	5,434.60	SEIU
PURCH & SUPPORT SRVCS MGR	E	41		2	M	5,848.20	7,310.25	8,772.30								EGLE
REAL PROPERTY PROGRAM ADMIN.	E	38		3	M	5,430.51	6,788.14	8,145.77								EGLE
RECREATION COORDINATOR		16		4	P	3,350.56	3,941.83	4,533.10								EGLE
RECREATION LEADER II		2	A	IV	FL						1,859.07	1,951.40	2,049.02	2,152.06	2,258.57	EGLE
RECREATION MANAGER	E	38		2	M	5,430.51	6,788.14	8,145.77								EGLE
RECREATION SPECIALIST		7	B	IV	FL						2,372.21	2,491.17	2,615.48	2,745.10	2,883.58	EGLE
RECREATION SUPERVISOR	E	30		4	M	4,456.04	5,570.05	6,684.06								EGLE
RENT STABILIZATION MANAGER	E	43		2	M	6,143.58	7,679.47	9,215.36								EGLE
RISK MANAGER	E	40		2	M	5,704.63	7,130.79	8,556.95								EGLE
SAFETY & TRAINING ADMINISTRATR		19	B	III	P	4,758.70	5,598.47	6,438.24								EGLE
SENIOR ACCOUNTANT	E	31		2	M	4,569.33	5,711.66	6,853.99								EGLE
SENIOR ADMINISTRATIVE ASSIST		15	C	5	FL						3,164.86	3,324.68	3,489.88	3,663.94	3,846.84	SEIU
SENIOR ASSISTANT CITY ATTORNEY	E	51		2	M	7,485.84	9,357.30	11,228.76								MISC
SENIOR BUILDING INSPECTOR		33	C	3	P	5,094.96	5,994.07	6,893.18								SEIU
SENIOR CIVIL ENGINEER	E	40		3	M	5,704.63	7,130.79	8,556.95								EGLE
SENIOR CODE ENF OFFICER		29		3	P	4,619.41	5,434.60	6,249.79								SEIU
SENIOR DEPUTY CITY ATTORNEY	E	41		2	M	5,848.64	7,310.80	8,772.96								MISC
SENIOR FINANCIAL ANALYST-CONF	E	31		2	M	4,569.33	5,711.66	6,853.99								MISC
SENIOR HAZ MAT SPECIALIST - NS		42	F	VIII	P	6,388.55	7,515.94	8,643.33								EGLE
SENIOR HOUSING OFFICER	E	34		2	M	4,919.15	6,148.94	7,378.73								EGLE
SENIOR IT ANALYST	E	35		2	M	5,042.38	6,302.98	7,563.58								EGLE
SENIOR IT DESKTOP TECHNICIAN		21		2	P	3,792.16	4,461.36	5,130.56								EGLE
SENIOR LIBRARIAN		23		4	P	3,969.51	4,670.01	5,370.51								EGLE
SENIOR LIBRARY ASSISTANT		14	A	4	FL						3,087.75	3,242.24	3,403.82	3,576.06	3,751.86	EGLE
SENIOR MANAGEMENT ANALYST	E	31		2	M	4,569.33	5,711.66	6,853.99								EGLE
SENIOR MANAGEMENT ANALYST-CONF	E	31		2	M	4,569.33	5,711.66	6,853.99								MISC
SENIOR OUTREACH COORDINATOR		20		4	P	3,699.19	4,351.99	5,004.79								EGLE
SENIOR PAYROLL ACCOUNTANT	E	33		2	M	4,800.94	6,001.17	7,201.40								MISC
SENIOR PERMIT TECHNICIAN		23		3	FL						3,855.75	4,049.31	4,251.77	4,464.91	4,686.90	SEIU
SENIOR PLANNER	E	33		2	M	4,799.81	5,999.76	7,199.71								EGLE
SENIOR PROJECT MANAGER	E	40		2	M	5,704.63	7,130.79	8,556.95								EGLE
SENIOR PUBLIC WORKS INSPECTOR		33	C	3	P	5,094.96	5,994.07	6,893.18								SEIU
SENIOR RECREATION COORDINATOR		20		4	P	3,699.19	4,351.99	5,004.79								EGLE
SENIOR STAGEHAND		3		4	FL						2,352.69	2,469.88	2,594.16	2,723.79	2,860.49	EGLE
SENIOR SYSTEMS SPECIALIST	E	37		2	M	5,296.98	6,621.23	7,945.48								EGLE

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**						
SENIOR TICKET SERVICES REP		1	4	FL							2,239.03	2,350.88	2,469.88	2,592.38	2,722.00	EGLE
SENIOR UTILITIES SYS TECH.		23	M	6	FL						3,833.77	4,024.96	4,226.98	4,438.17	4,660.27	SEIU
SENIOR WATER SYSTEM OPERATOR		26	M	6	FL						4,127.45	4,335.25	4,551.94	4,779.23	5,017.26	SEIU
SHORELINE MANAGER	E	38	2	M		5,430.51	6,788.14	8,145.77								EGLE
SOLID WASTE PROGRAM MANAGER	E	25	A	II	M		5,375.12	6,718.90	8,062.68							EGLE
SR HUMAN RESOURCES ANALYST	E	31	2	M		4,569.33	5,711.66	6,853.99								MISC
SR POSTCLOSURE ENV SYS TECH		22	M	6	FL						3,740.27	3,926.79	4,123.88	4,329.93	4,546.60	SEIU
STREET & LANDFILL CLOSURE MNGR	E	26	B	III	M		5,775.68	7,219.60	8,663.52							EGLE
STREET LIGHTING TECHNICIAN		18	M	6	FL						3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	SEIU
STREET MAINTENANCE WORKER I		10	M	6	FL						2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
STREET MAINTENANCE WORKER II		14	M	6	FL						3,068.96	3,223.48	3,383.31	3,553.80	3,731.41	SEIU
STREET MAINTENANCE WORKER III		19	M	6	FL						3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	SEIU
STREET SUPERVISOR		19	B	III	P		4,758.70	5,598.47	6,438.24							EGLE
STREETSWEEPER OPERATOR		16	M	6	FL						3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
SUPERVISING BUYER		28	2	P		4,506.67	5,301.96	6,097.25								EGLE
SUPERVISING PRKS & OPN SP WRKR		11	M	4	FL						2,850.50	2,992.57	3,141.79	3,299.81	3,465.01	SEIU
SUSTAINABILITY PROGRAM MANAGER	E	34	2	M		4,919.15	6,148.94	7,378.73								EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12	A	II	P		3,560.36	4,188.66	4,816.96							EGLE
SYSTEMS SPECIALIST		28	2	P		4,506.67	5,301.96	6,097.25								EGLE
TRAFFIC ENGINEER	E	45	3	M		6,454.61	8,068.26	9,681.91								EGLE
TRAINING OFFICER I		1	VIII	FL							4,929.61	5,177.43	5,435.71	5,706.47	5,991.76	MVFF
TRANSPORTATION MANAGER	E	44	2	M		6,297.18	7,871.47	9,445.76								EGLE
TRANSPORTATION PLANNER	E	40	3	M		5,704.63	7,130.79	8,556.95								EGLE
TREE TRIMMER I		12	M	6	FL						2,921.57	3,067.20	3,221.72	3,381.54	3,552.04	SEIU
TREE TRIMMER II		16	M	6	FL						3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
TREE TRIMMER III		20	M	6	FL						3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
URBAN FOREST COORDINATOR		16	2	P		3,350.56	3,941.83	4,533.10								EGLE
URBAN FOREST MANAGER	E	38	2	M		5,430.51	6,788.14	8,145.77								EGLE
URBAN FOREST SUPERVISOR		20	B	III	P		4,933.78	5,804.45	6,675.12							EGLE
UTILITIES ELECTRICIAN		27	M	6	FL						4,230.64	4,443.63	4,665.74	4,898.71	5,142.70	SEIU
UTILITIES INSPECTOR LOCATOR		20	M	6	FL						3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
UTILITIES SERVICES MANAGER	E	42	3	M		5,994.42	7,493.03	8,991.64								EGLE
UTILITIES SYSTEMS SPECIALIST		27	M	6	FL						4,230.64	4,443.63	4,665.74	4,898.71	5,142.70	SEIU
UTILITIES SYSTEMS SUPERVISOR		20	A	III	P		4,877.67	5,738.43	6,599.19							EGLE
UTILITIES SYSTEMS TECHNICIAN		19	M	6	FL						3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	SEIU
WAREHOUSE WORKER		10	M	6	FL						2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
WASTEWATER SUPERVISOR		20	A	III	P		4,877.67	5,738.43	6,599.19							EGLE
WASTEWATER UTILITY WORKER I		13	M	6	FL						2,994.61	3,143.89	3,302.27	3,466.07	3,640.84	SEIU
WASTEWATER UTILITY WORKER II		17	M	6	FL						3,305.19	3,470.34	3,644.38	3,827.31	4,017.36	SEIU
WASTEWATER UTILITY WORKER III		21	M	6	FL						3,648.09	3,830.15	4,023.12	4,223.37	4,434.54	SEIU
WATER OPERATIONS SPECIALIST		27	M	6	FL						4,230.64	4,443.63	4,665.74	4,898.71	5,142.70	SEIU
WATER QUALITY TECHNICIAN		26	M	6	FL						4,127.45	4,335.25	4,551.94	4,779.23	5,017.26	SEIU
WATER RESOURCE MANAGER	E	34	2	M		4,919.15	6,148.94	7,378.73								EGLE
WATER RESOURCES TECHNICIAN		19	M	6	FL						3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	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*									
WATER SUPERINTENDENT	E	22	A	III	M	5,119.28	6,399.10	7,678.92								EGLE
WATER SUPERVISOR		20	A	III	P	4,877.67	5,738.43	6,599.19								EGLE
WATER SYSTEM OPERATOR		22	M	6	FL						3,740.27	3,926.79	4,123.88	4,329.93	4,546.60	SEIU
WATER UTILITY WORKER I		13	M	6	FL						2,994.61	3,143.89	3,302.27	3,466.07	3,640.84	SEIU
WATER UTILITY WORKER II		17	M	6	FL						3,305.19	3,470.34	3,644.38	3,827.31	4,017.36	SEIU
WATER UTILITY WORKER III		21	M	6	FL						3,648.09	3,830.15	4,023.12	4,223.37	4,434.54	SEIU
WEBSITE COORDINATOR		31		2	P	4,854.91	5,711.66	6,568.41								MISC
WILDLIFE PRESERVATION COORD		16		4	P	3,350.56	3,941.83	4,533.10								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	06/23/2024	06/25/2024	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/23/2024	06/25/2024	EAGLES MOU adoption salary adjustments
Revision No. 2	06/23/2024	06/25/2024	SEIU MOU adoption salary adjustments
Revision No. 3	06/23/2024	12/10/2024	Add Finance Manager - CONF; correct IT Analyst II classification listing; correct MVFF classification levels 1-5 for career development increases approved with labor agreements
Revision No. 4	09/01/2024	12/10/2024	Police Media and Community Relations Coordinator reclassified to Police Media and Community Relations Analyst
Revision No. 5	06/23/2024	06/24/2025	Correct Councilmember and Mayor COLA on salary plan effective 6/23/24
Revision No. 6	09/01/2024	06/24/2025	Correct Councilmember and Mayor COLA on salary plan effective 9/01/24

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		8	C	5	FL						2,743.18	2,878.15	3,024.44	3,174.43	3,333.83	SEIU
ACCOUNT CLERK I - CONF		8		5	FL						2,743.18	2,878.15	3,024.44	3,174.43	3,333.83	MISC
ACCOUNT CLERK II		12	C	5	FL						3,024.44	3,176.31	3,337.53	3,504.41	3,678.81	SEIU
ACCOUNT CLERK II-CONF.		12		5	FL						3,024.42	3,176.30	3,337.53	3,504.41	3,678.81	MISC
ACCOUNTANT I		23	A	2	P	4,103.38	4,827.51	5,551.64								EGLE
ACCOUNTANT II		27		2	P	4,529.51	5,328.84	6,128.17								EGLE
ACCOUNTING MANAGER	E	40		2	M	5,877.13	7,346.41	8,815.69								MISC
ACCOUNTING TECHNICIAN		16	C	2	FL						3,340.28	3,508.59	3,684.19	3,868.98	4,061.04	SEIU
ADMINISTRATIVE AIDE		19		2	P	3,717.76	4,373.83	5,029.90								EGLE
ADMINISTRATIVE ASSISTANT		11	C	5	FL						2,950.66	3,098.83	3,256.13	3,418.94	3,589.09	SEIU
ADMINISTRATIVE ASSISTANT-CONF		11		5	FL						2,950.66	3,098.83	3,256.13	3,418.94	3,589.09	MISC
AFFORDABLE HOUSING MANAGER	E	43		2	M	6,327.88	7,909.85	9,491.82								EGLE
ANALYST I		23	A	2	P	4,103.38	4,827.51	5,551.64								EGLE
ANALYST I-CONF		23		2	P	4,103.38	4,827.51	5,551.64								MISC
ANALYST II		27		2	P	4,529.51	5,328.84	6,128.17								EGLE
ANALYST II-CONF		27		2	P	4,529.51	5,328.84	6,128.17								MISC
ASSISTANT BUILDING INSPECTOR		23		3	FL						3,971.42	4,170.79	4,379.32	4,598.86	4,827.51	SEIU
ASSISTANT BUYER		20		2	FL						3,686.98	3,871.70	4,065.56	4,268.58	4,482.55	EGLE
ASSISTANT CITY ATTORNEY	E	47		2	M	6,986.45	8,733.06	10,479.67								MISC
ASSISTANT CITY CLERK		31		2	M	4,706.41	5,883.01	7,059.61								EGLE
ASSISTANT CITY MANAGER	E	1			DH				9,742.57	12,178.22	13,396.04					ESMS
ASSISTANT COMM. SVCS. DIRECTOR	E	46		3	M	6,815.10	8,518.87	10,222.64								EGLE
ASSISTANT ENGINEER (CIVIL)		32		3	P	5,123.75	6,027.94	6,932.13								EGLE
ASSISTANT IT DIRECTOR	E	46		2	M	6,815.10	8,518.87	10,222.64								EGLE
ASSISTANT LIBRARY DIRECTOR		46		4	M	6,815.10	8,518.87	10,222.64								EGLE
ASSISTANT PLANNER		25		2	P	4,310.73	5,071.45	5,832.17								EGLE
ASSISTANT PROJECT MANAGER	E	32		2	M	4,822.35	6,027.94	7,233.53								EGLE
ASSISTANT PUBLIC WORKS DIR.	E	51		3	M	7,710.42	9,638.03	11,565.64								EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A	II	M	5,742.51	7,178.14	8,613.77								MISC
ASSOCIATE ENGINEER (CIVIL)		36		3	P	5,656.96	6,655.25	7,653.54								EGLE
ASSOCIATE PLANNER		29		2	P	4,758.46	5,598.19	6,437.92								EGLE
ASST COMMUNITY DEVELOPMENT DIR	E	46		2	M	6,815.10	8,518.87	10,222.64								EGLE
ASST FINANCE & ADM SVCS DIR	E	48		2	M	7,160.62	8,950.77	10,740.92								MISC
BATTALION CHIEF	E	4		VIII	M	8,399.74	10,499.67	12,599.60								FMGR
BATTALION CHIEF-TIER 2	E	4		VIII	M	8,399.74	10,499.67	11,717.63								FMGR
BUILDING INSPECTOR I		25		3	FL						4,172.64	4,381.19	4,600.66	4,831.15	5,072.62	SEIU
BUILDING INSPECTOR II		29		3	FL						4,606.18	4,836.69	5,078.10	5,332.40	5,597.64	SEIU
BUYER		24		2	FL						4,070.00	4,273.51	4,487.16	4,711.52	4,947.09	EGLE
CHIEF BLDG OFFICIAL	E	44		3	M	6,486.09	8,107.61	9,729.13								EGLE
CHIEF COMMUNICATIONS OFFICER	E	46		2	M	6,816.69	8,520.86	10,225.03								MISC
CHIEF SUSTAIN & RSLNCE OFFICER	E	46		2	M	6,815.10	8,518.87	10,222.64								EGLE
CIO/INFORMATION TECHNOLOGY DIR	E	0			DH				9,189.41	11,486.77	12,635.45					ESMS
CITY ATTORNEY	E	0			DH		13,815.95									CA

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2025-26

Effective June 22, 2025

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**						
CITY CLERK	E	0		DH		8,662.01										CC
CITY MANAGER	E	0		DH		16,739.89										CM
CODE ENFORCEMENT OFFICER I		23	3	FL							3,971.42	4,170.79	4,379.32	4,598.86	4,827.51	SEIU
CODE ENFORCEMENT OFFICER II		27	3	FL							4,384.85	4,602.49	4,833.03	5,074.45	5,328.74	SEIU
COMMUNICATION COORDINATOR		31	2	P	5,000.56	5,883.01	6,765.46									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				9,189.41	11,486.77	12,635.45						ESMS
COMMUNITY OUTREACH SPECIALIST		7	B	FL							2,443.38	2,565.91	2,693.94	2,827.45	2,970.09	EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				9,189.41	11,486.77	12,635.45						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							3,641.98	3,825.42	4,014.84	4,212.40	4,420.01	NPOA
COMMUNITY SVCS PROJECT ADMIN		29	2	P	4,758.46	5,598.19	6,437.92									EGLE
COPY CENTER TECHNICIAN		10	5	FL							2,880.45	3,024.96	3,176.75	3,334.03	3,502.30	EGLE
COUNCILMEMBER				COUNCIL		632.17										COUN
CRIME ANALYST		27	2	P	4,529.51	5,328.84	6,128.17									EGLE
CROSS CONNECTION CONTROL SPEC		19	M	6	FL						3,576.26	3,755.54	3,943.96	4,141.55	4,348.19	SEIU
CUSTOMER SERVICE SUPERVISOR		22	2	P	4,002.94	4,709.34	5,415.74									EGLE
CUSTOMER SVC. REPRESENTATIVE		5	C	5	FL						2,544.54	2,670.76	2,804.32	2,945.17	3,091.51	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	48	3	M	7,166.97	8,958.71	10,750.45									EGLE
DEPUTY BUILDING OFFICIAL	E	36	2	M	5,324.20	6,655.25	7,986.30									EGLE
DEPUTY CITY ATTORNEY	E	37	2	M	5,457.15	6,821.44	8,185.73									MISC
DEPUTY CITY CLERK		22	2	P	4,002.94	4,709.34	5,415.74									EGLE
DEPUTY CITY MANAGER	E	46	2	M	6,816.69	8,520.86	10,225.03									MISC
DEPUTY COMMUNICATIONS OFFICER	E	34	2	M	5,067.90	6,334.87	7,601.84									MISC
DEPUTY FIRE CHIEF	E	7	VIII	M	9,040.23	11,300.29	13,560.35									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							6,763.27	7,102.20	7,457.08	7,830.17	8,221.47	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A	VIII	FL						6,890.45	7,229.37	7,584.24	7,957.34	8,348.63	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B	VIII	FL						6,978.89	7,317.81	7,672.68	8,045.78	8,437.07	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C	VIII	FL						7,023.10	7,362.02	7,716.90	8,089.99	8,481.30	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D	VIII	FL						7,046.69	7,385.60	7,740.49	8,113.58	8,504.88	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E	VIII	FL						7,141.00	7,479.94	7,834.82	8,207.90	8,599.21	MVFF
DEPUTY ZONING ADMINISTRATOR	E	36	2	M	5,324.20	6,655.25	7,986.30									EGLE
DOCUMENTS AND RECORDS SPEC		18	5	FL							3,509.57	3,685.19	3,869.93	4,063.75	4,266.78	EGLE
ECONOMIC DEVELPMNT STRATEGIST	E	33	2	M	4,943.80	6,179.75	7,415.70									EGLE
ECONOMIC VITALITY MANAGER	E	43	2	M	6,327.88	7,909.85	9,491.82									EGLE
EMERGENCY COMMUNICATIONS MGR		39	2	M	5,732.41	7,165.51	8,598.61									EGLE
ENGINEERING ASSISTANT I		16	3	FL							3,336.62	3,503.12	3,678.69	3,863.47	4,055.53	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						3,684.19	3,868.98	4,062.86	4,265.89	4,478.12	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						4,072.02	4,275.08	4,489.10	4,714.10	4,948.25	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	4,369.27	5,140.32	5,911.37									SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	5,247.81	6,173.89	7,099.97								SEIU
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	4,901.46	5,766.42	6,631.38								EGLE
EQUIPMENT MECHANIC I		16	M	6	FL						3,322.01	3,488.48	3,662.24	3,845.15	4,037.25	SEIU
EQUIPMENT MECHANIC II		20	M	6	FL						3,665.90	3,848.81	4,042.75	4,243.94	4,456.18	SEIU
EQUIPMENT MECHANIC III		24	M	6	FL						4,046.41	4,249.46	4,461.65	4,684.85	4,918.98	SEIU

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**							
EQUIPMENT SERVICE WORKER		10	M	6	FL							2,864.68	3,007.36	3,157.39	3,316.51	3,481.13	SEIU
EXECUTIVE ASSISTANT		18	C	2	P	3,627.60	4,267.76	4,907.92									SEIU
EXECUTIVE ASST. TO THE CA		22		2	P	4,003.89	4,710.46	5,417.03									MISC
EXECUTIVE ASST. TO THE CM		22		2	P	4,003.89	4,710.46	5,417.03									MISC
FACILITIES CONTRACT COORDINATR		26		2	P	4,418.01	5,197.66	5,977.31									EGLE
FACILITIES MAINT. SUPERVISOR		19	B	III	P	4,901.46	5,766.42	6,631.38									EGLE
FACILITIES MAINTENANCE I		12	M	6	FL							3,009.22	3,159.22	3,318.37	3,482.99	3,658.60	SEIU
FACILITIES MAINTENANCE II		16	M	6	FL							3,322.01	3,488.48	3,662.24	3,845.15	4,037.25	SEIU
FACILITIES MAINTENANCE III		20	M	6	FL							3,665.90	3,848.81	4,042.75	4,243.94	4,456.18	SEIU
FACILITIES PROJECT MANAGER	E	36		2	M	5,324.20	6,655.25	7,986.30									EGLE
FINANCE AND ADMIN SVCS DIR	E			0	DH				9,189.41	11,486.77	12,635.45						ESMS
FINANCE MANAGER	E	40	A	2	M	5,877.13	7,346.41	8,815.69									EGLE
FINANCE MANAGER - CONF	E	40		2	M	5,877.13	7,346.41	8,815.69									MISC
FINANCIAL ANALYST I		23	A	2	P	4,103.38	4,827.51	5,551.64									EGLE
FINANCIAL ANALYST I - CONF		23		2	P	4,103.38	4,827.51	5,551.64									MISC
FINANCIAL ANALYST II		27		2	P	4,529.51	5,328.84	6,128.17									EGLE
FINANCIAL ANALYST II - CONF		27		2	P	4,529.51	5,328.84	6,128.17									MISC
FIRE CAPTAIN		12		VIII	FL							6,751.87	7,090.86	7,443.45	7,816.54	8,207.80	MVFF
FIRE CAPTAIN/HAZ MAT		15		VIII	FL							7,089.43	7,445.39	7,815.57	8,207.32	8,618.14	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15	A	VIII	FL							7,216.60	7,572.56	7,942.74	8,334.51	8,745.31	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15	B	VIII	FL							7,305.03	7,660.99	8,031.17	8,422.94	8,833.75	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15	C	VIII	FL							7,349.26	7,705.20	8,075.38	8,467.15	8,877.98	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15	D	VIII	FL							7,372.83	7,728.78	8,098.96	8,490.73	8,901.57	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15	E	VIII	FL							7,467.16	7,823.10	8,193.30	8,585.04	8,995.88	MVFF
FIRE CAPTAIN-LEVEL 1		12	A	VIII	FL							6,879.04	7,218.04	7,570.62	7,943.70	8,334.98	MVFF
FIRE CAPTAIN-LEVEL 2		12	B	VIII	FL							6,967.47	7,306.47	7,659.06	8,032.14	8,423.42	MVFF
FIRE CAPTAIN-LEVEL 3		12	C	VIII	FL							7,011.69	7,350.68	7,703.26	8,076.36	8,467.63	MVFF
FIRE CAPTAIN-LEVEL 4		12	D	VIII	FL							7,035.26	7,374.26	7,726.84	8,099.94	8,491.22	MVFF
FIRE CAPTAIN-LEVEL 5		12	E	VIII	FL							7,129.61	7,468.58	7,821.17	8,194.27	8,585.53	MVFF
FIRE CHIEF	E			1	DH				11,205.10	14,006.38	15,407.02						DHFI
FIRE ENGINEER		6		VIII	FL							5,787.41	6,075.51	6,380.84	6,699.26	7,035.04	MVFF
FIRE ENGINEER/HAZ MAT		9		VIII	FL							6,076.78	6,379.20	6,699.89	7,034.20	7,386.76	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9	A	VIII	FL							6,203.97	6,506.39	6,827.06	7,161.38	7,513.92	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2		9	B	VIII	FL							6,292.38	6,594.81	6,915.49	7,249.81	7,602.36	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3		9	C	VIII	FL							6,336.63	6,639.05	6,959.71	7,294.04	7,646.60	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4		9	D	VIII	FL							6,360.19	6,662.62	6,983.29	7,317.63	7,670.18	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5		9	E	VIII	FL							6,454.52	6,756.93	7,077.63	7,411.94	7,764.49	MVFF
FIRE ENGINEER/PARAMEDIC		11		VIII	FL							6,424.20	6,746.95	7,082.66	7,437.87	7,810.43	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 1		11	A	VIII	FL							6,551.37	6,874.11	7,209.82	7,565.05	7,937.61	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 2		11	B	VIII	FL							6,639.81	6,962.54	7,298.26	7,653.48	8,026.04	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 3		11	C	VIII	FL							6,684.02	7,006.76	7,342.48	7,697.72	8,070.26	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 4		11	D	VIII	FL							6,707.60	7,030.34	7,366.05	7,721.30	8,093.85	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 5		11	E	VIII	FL							6,801.93	7,124.66	7,460.39	7,815.61	8,188.17	MVFF

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2025-26

Effective June 22, 2025

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*									
FIRE ENGINEER/PMEDIC/HM		8	VIII	FL							6,746.97	7,084.30	7,438.52	7,810.43	8,200.97	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		8	A VIII	FL							6,874.14	7,211.48	7,565.70	7,937.61	8,328.14	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2		8	B VIII	FL							6,962.56	7,299.93	7,654.12	8,026.04	8,416.58	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3		8	C VIII	FL							7,006.78	7,344.14	7,698.36	8,070.26	8,460.78	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		8	D VIII	FL							7,030.36	7,367.70	7,721.93	8,093.85	8,484.37	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		8	E VIII	FL							7,124.68	7,462.05	7,816.26	8,188.17	8,578.71	MVFF
FIRE ENGINEER-LEVEL 1		6	A VIII	FL							5,914.58	6,202.68	6,508.01	6,826.45	7,162.21	MVFF
FIRE ENGINEER-LEVEL 2		6	B VIII	FL							6,003.02	6,291.13	6,596.45	6,914.87	7,250.64	MVFF
FIRE ENGINEER-LEVEL 3		6	C VIII	FL							6,047.24	6,335.34	6,640.68	6,959.10	7,294.87	MVFF
FIRE ENGINEER-LEVEL 4		6	D VIII	FL							6,070.81	6,358.90	6,664.27	6,982.68	7,318.46	MVFF
FIRE ENGINEER-LEVEL 5		6	E VIII	FL							6,165.15	6,453.25	6,758.58	7,076.99	7,412.76	MVFF
FIRE MARSHAL NON-SAFETY	E	51	VIII	M	7,710.42	9,638.03	11,565.64									EGLE
FIRE PREVENTION OFFICER I		1	VIII	FL							5,126.79	5,384.53	5,653.14	5,934.73	6,231.43	MVFF
FIRE PREVENTION OFFICER II		3	VIII	FL							5,380.24	5,648.78	5,932.54	6,227.10	6,538.97	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL							6,255.25	6,567.16	6,896.43	7,240.76	7,602.49	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	6,023.65	7,529.56	9,035.47									EGLE
FIREFIGHTER		2	VIII	FL							5,274.07	5,538.32	5,815.57	6,105.82	6,411.22	MVFF
FIREFIGHTER LEVEL 1		2	A VIII	FL							5,401.25	5,665.49	5,942.73	6,232.99	6,538.40	MVFF
FIREFIGHTER LEVEL 2		2	B VIII	FL							5,489.68	5,753.92	6,031.17	6,321.42	6,626.84	MVFF
FIREFIGHTER LEVEL 3		2	C VIII	FL							5,533.90	5,798.14	6,075.41	6,365.64	6,671.06	MVFF
FIREFIGHTER LEVEL 4		2	D VIII	FL							5,557.49	5,821.72	6,098.97	6,389.22	6,694.64	MVFF
FIREFIGHTER LEVEL 5		2	E VIII	FL							5,651.80	5,916.04	6,193.30	6,483.56	6,788.95	MVFF
FIREFIGHTER/HAZ MAT		5	VIII	FL							5,537.79	5,815.21	6,106.34	6,411.07	6,731.77	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5	A VIII	FL							5,664.97	5,942.39	6,233.52	6,538.23	6,858.97	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5	B VIII	FL							5,753.40	6,030.84	6,321.95	6,626.66	6,947.39	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5	C VIII	FL							5,797.63	6,075.04	6,366.17	6,670.87	6,991.62	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5	D VIII	FL							5,821.21	6,098.62	6,389.75	6,694.46	7,015.18	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5	E VIII	FL							5,915.53	6,192.95	6,484.07	6,788.79	7,109.52	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL							6,144.98	6,452.01	6,774.93	7,113.88	7,468.67	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4	A VIII	FL							6,272.16	6,579.20	6,902.12	7,241.05	7,595.85	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4	B VIII	FL							6,360.59	6,667.64	6,990.55	7,329.49	7,684.27	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4	C VIII	FL							6,404.81	6,711.85	7,034.78	7,373.70	7,728.49	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4	D VIII	FL							6,428.40	6,735.42	7,058.37	7,397.28	7,752.08	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4	E VIII	FL							6,522.70	6,829.75	7,152.66	7,491.61	7,846.38	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL							5,852.41	6,144.81	6,452.36	6,775.12	7,113.02	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7	A VIII	FL							5,979.59	6,271.98	6,579.52	6,902.29	7,240.18	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7	B VIII	FL							6,068.03	6,360.42	6,667.96	6,990.72	7,328.62	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7	C VIII	FL							6,112.26	6,404.63	6,712.20	7,034.93	7,372.83	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7	D VIII	FL							6,135.83	6,428.20	6,735.77	7,058.52	7,396.40	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7	E VIII	FL							6,230.14	6,522.54	6,830.09	7,152.85	7,490.75	MVFF
FLEET AND FACILITIES MANAGER	E	25	B III	M	5,735.33	7,169.16	8,602.99									EGLE
HAZ MAT INSPECTOR NON SAFETY		30	VIII	P	4,876.58	5,737.15	6,597.72									EGLE
HAZARDOUS MAT SPEC NON SAFETY		40	F VIII	P	6,263.13	7,368.39	8,473.65									EGLE

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**						
HEAVY EQUIPMENT OPERATOR		18	M	6	FL						3,490.26	3,664.09	3,847.03	4,039.06	4,242.17	SEIU
HEAVY EQUIPMENT SPECIALIST		20	M	6	FL						3,665.90	3,848.81	4,042.75	4,243.94	4,456.18	SEIU
HOUSING DIRECTOR	E	0			DH				9,189.41	11,486.77	12,635.45					ESMS
HOUSING OFFICER	E	32	2		M	4,822.35	6,027.94	7,233.53								EGLE
HOUSING SPECIALIST I		24	2		P	4,205.03	4,947.09	5,689.15								EGLE
HOUSING SPECIALIST II		28	2		P	4,641.87	5,461.02	6,280.17								EGLE
HUMAN RESOURCES ANALYST I		23	2		P	4,103.38	4,827.51	5,551.64								MISC
HUMAN RESOURCES ANALYST II		27	2		P	4,529.51	5,328.84	6,128.17								MISC
HUMAN RESOURCES DIRECTOR	E	0			DH				9,189.41	11,486.77	12,635.45					ESMS
HUMAN RESOURCES MANAGER	E	42	2		M	6,175.70	7,719.63	9,263.56								MISC
HUMAN RESOURCES TECHNICIAN		20	2		P	3,811.05	4,483.59	5,156.13								MISC
HUMAN SERVICES MANAGER	E	34A	2		M	5,066.73	6,333.41	7,600.09								EGLE
INFORMATION TECHNOLOGY MANAGER	E	42	2		M	6,174.26	7,717.82	9,261.38								EGLE
IT ANALYST I		27	2		P	4,529.51	5,328.84	6,128.17								EGLE
IT ANALYST II	E	31	2		M	4,706.41	5,883.01	7,059.61								EGLE
IT ANALYST II	E	31	2		P	5,000.56	5,883.01	6,765.46								EGLE
IT APPLICATIONS MANAGER	E	39	A	2	M	5,733.73	7,167.16	8,600.59								EGLE
IT DESKTOP TECHNICIAN I		13	2		P	3,204.40	3,769.88	4,335.36								EGLE
IT DESKTOP TECHNICIAN II		17	2		P	3,538.20	4,162.59	4,786.98								EGLE
IT OPERATIONS MANAGER	E	39	A	2	M	5,733.73	7,167.16	8,600.59								EGLE
JUNIOR ENGINEER (CIVIL)		28	3		P	4,641.87	5,461.02	6,280.17								EGLE
JUNIOR PLANNER		21	2		P	3,905.92	4,595.20	5,284.48								EGLE
LEAD POLICE RECORDS SPECIALIST		3		V	FL						3,992.73	4,190.23	4,399.81	4,617.51	4,849.26	NPOA
LEAD PUBLIC SAFETY DISPATCHER		18	A	II	P	4,977.79	5,856.22	6,734.65								SEIU
LEAD SECURITY SERVICES GUARD		7	M	6	FL						2,664.47	2,799.28	2,935.90	3,081.78	3,233.23	SEIU
LEGAL SECRETARY		18	A	2	P	3,627.60	4,267.76	4,907.92								MISC
LIBRARIAN I		15	4		P	3,367.11	3,961.31	4,555.51								EGLE
LIBRARIAN II		19	4		P	3,717.76	4,373.83	5,029.90								EGLE
LIBRARY ASSISTANT I		6	4		FL						2,609.78	2,739.66	2,876.79	3,021.28	3,173.08	EGLE
LIBRARY ASSISTANT II		10	4		FL						2,880.45	3,024.96	3,176.75	3,334.03	3,502.30	EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22	4		P	4,002.94	4,709.34	5,415.74								EGLE
LIBRARY DIRECTOR	E	0			DH				9,189.41	11,486.77	12,635.45					ESMS
LIBRARY MANAGER	E	35	4		M	5,193.66	6,492.07	7,790.48								EGLE
LIBRARY TECHNICIAN		1	4		FL						2,306.20	2,421.41	2,543.98	2,670.15	2,803.66	EGLE
MANAGEMENT FELLOW		18	2		P	3,626.76	4,266.78	4,906.80								EGLE
MAYOR					COUNCIL		790.25									COUN
OFFICE ASSISTANT		7	C	5	FL						2,676.28	2,807.96	2,950.66	3,097.00	3,252.51	SEIU
OFFICE ASSISTANT-CONF		7		5	FL						2,676.28	2,807.96	2,950.66	3,097.00	3,252.51	MISC
OFFICE OF EMER SVCS COORD.		40	F	VIII	P	6,263.13	7,368.39	8,473.65								EGLE
PARALEGAL		19	2		P	3,717.76	4,373.83	5,029.90								MISC
PARKS & OPEN SPACE MANAGER	E	38	2		M	5,593.42	6,991.78	8,390.14								EGLE
PARKS & OPEN SPACE WORKER I		3	M	6	FL						2,417.06	2,538.92	2,662.64	2,793.74	2,934.04	SEIU
PARKS & OPEN SPACE WORKER II		7	M	6	FL						2,664.47	2,799.28	2,935.90	3,081.78	3,233.23	SEIU

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**						
PARKS MAINTENANCE WORKER I		10	M	6	FL						2,864.68	3,007.36	3,157.39	3,316.51	3,481.13	SEIU
PARKS MAINTENANCE WORKER II		14	M	6	FL						3,161.03	3,320.18	3,484.81	3,660.41	3,843.35	SEIU
PARKS MAINTENANCE WORKER III		18	M	6	FL						3,490.26	3,664.09	3,847.03	4,039.06	4,242.17	SEIU
PARKS SUPERVISOR		19	B	III	P	4,901.46	5,766.42	6,631.38								EGLE
PAYROLL ACCOUNTANT I		25		2	P	4,311.73	5,072.62	5,833.51								MISC
PAYROLL ACCOUNTANT II		29		2	P	4,759.57	5,599.49	6,439.41								MISC
PAYROLL TECHNICIAN		18		2	P	3,627.60	4,267.76	4,907.92								MISC
PERFORMING ARTS ASSISTANT		11	A	4	FL						2,953.62	3,099.97	3,255.38	3,418.15	3,590.11	EGLE
PERFORMING ARTS COORDINATOR		20		4	P	3,810.17	4,482.55	5,154.93								EGLE
PERFORMING ARTS MANAGER	E	38		2	M	5,593.42	6,991.78	8,390.14								EGLE
PERFORMING ARTS SUPERVISOR	E	26		4	M	4,158.13	5,197.66	6,237.19								EGLE
PERMIT CENTER COORDINATOR		33	C	3	P	5,247.81	6,173.89	7,099.97								SEIU
PERMIT TECHNICIAN		18	C	3	FL						3,512.24	3,687.84	3,870.78	4,064.68	4,267.76	SEIU
PLAN CHECK ENGINEER	E	34		2	M	5,066.73	6,333.41	7,600.09								EGLE
PLAN CHECK EXAMINER		30		3	P	4,876.58	5,737.15	6,597.72								EGLE
PLANNING BOARD CLERK		18	C	2	P	3,627.60	4,267.76	4,907.92								SEIU
PLANNING MANAGER	E	41		2	M	6,023.65	7,529.56	9,035.47								EGLE
POLICE ASSISTANT III-UNIFORMED		10	A	5	FL						2,939.61	3,085.47	3,238.74	3,397.54	3,567.47	NPOA
POLICE ASSISTANT II-UNIFORMED		6	A	5	FL						2,664.47	2,799.28	2,935.90	3,081.78	3,233.23	NPOA
POLICE ASSISTANT I-UNIFORMED		2	C	5	FL						2,417.06	2,538.92	2,662.64	2,793.74	2,934.04	NPOA
POLICE CAPTAIN	E	2		VII	M	9,116.34	11,395.42	13,674.50								PMGR
POLICE CAPTAIN-TIER 2	E	2		VII	M	9,116.34	11,395.42	12,443.80								PMGR
POLICE CHIEF	E	1			DH				11,205.10	14,006.38	15,407.02					DHPO
POLICE LIEUTENANT	E	1		VII	M	7,927.60	9,909.50	11,891.40								PMGR
POLICE LIEUTENANT-TIER 2	E	1		VII	M	7,927.60	9,909.50	11,059.00								PMGR
POLICE MEDIA/COMM REL ANALYST	E	32		2	M	4,822.35	6,027.94	7,233.53								EGLE
POLICE OFFICER		1		VII	FL						5,503.69	5,776.54	6,067.55	6,367.58	6,683.39	POA
POLICE OFFICER TRAINEE		5		V	FL						4,971.65					NPOA
POLICE RECORDS SPECIALIST		1		V	FL						3,569.46	3,744.79	3,932.23	4,125.75	4,331.35	NPOA
POLICE RECORDS SUPERVISOR		26		2	P	4,487.27	5,279.14	6,071.01								NPOA
POLICE SERGEANT		3		VII	FL						6,681.11	7,012.69	7,362.31	7,729.99	8,113.41	POA
POSTCLOSURE ENV SYSTEMS SPEC		26	M	6	FL						4,251.27	4,465.31	4,688.50	4,922.61	5,167.78	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	M	6	FL						3,490.26	3,664.09	3,847.03	4,039.06	4,242.17	SEIU
POSTCLOSURE SUPERVISOR		19	B	III	P	4,901.46	5,766.42	6,631.38								EGLE
PRINCIPAL CIVIL ENGINEER	E	44		3	M	6,486.09	8,107.61	9,729.13								EGLE
PRINCIPAL FINANCIAL ANALYST	E	35		2	M	5,194.87	6,493.59	7,792.31								MISC
PRINCIPAL FIRE PROT ENGINEER	E	43		2	M	6,327.88	7,909.85	9,491.82								EGLE
PRINCIPAL IT ANALYST	E	37		2	M	5,455.90	6,819.87	8,183.84								EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34		2	M	5,067.90	6,334.87	7,601.84								MISC
PRINCIPAL PLANNER	E	36		2	M	5,324.20	6,655.25	7,986.30								EGLE
PRINCIPAL PROJECT MANAGER	E	44		3	M	6,486.09	8,107.61	9,729.13								EGLE
PROGRAM ASSISTANT		16	C	5	FL						3,340.28	3,508.59	3,684.19	3,868.98	4,061.04	SEIU
PROJECT MANAGER	E	36		2	M	5,324.20	6,655.25	7,986.30								EGLE

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2025-26

Effective June 22, 2025

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*									
PROPERTY & EVIDENCE SPECIALIST		2	A	V	P	3,944.84	4,640.99	5,337.14								NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25		2	P	4,310.73	5,071.45	5,832.17								EGLE
PUBLIC SAFETY DISP COORDINATOR		33	C	3	P	5,247.81	6,173.89	7,099.97								SEIU
PUBLIC SAFETY DISPATCHER I		12	A	II	FL						4,067.67	4,270.05	4,484.82	4,707.77	4,943.18	SEIU
PUBLIC SAFETY DISPATCHER II		15	A	II	FL						4,536.39	4,763.54	5,000.96	5,250.81	5,513.08	SEIU
PUBLIC SAFETY DISPATCHER III		16	A	III	FL						4,989.19	5,238.63	5,500.57	5,775.58	6,064.36	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39		2	M	5,732.41	7,165.51	8,598.61								EGLE
PUBLIC SERVICES TECHNICIAN		10	M	6	FL						2,864.68	3,007.36	3,157.39	3,316.51	3,481.13	SEIU
PUBLIC SERVICES TRAINEE		10	M	6	FL						2,864.68	3,007.36	3,157.39	3,316.51	3,481.13	SEIU
PUBLIC WORKS DIRECTOR	E	0			DH				9,189.41	11,486.77	12,635.45					ESMS
PUBLIC WORKS INSPECTOR I		25		3	FL						4,172.64	4,381.19	4,600.66	4,831.15	5,072.62	SEIU
PUBLIC WORKS INSPECTOR II		29		3	FL						4,606.18	4,836.69	5,078.10	5,332.40	5,597.64	SEIU
PURCH & SUPPORT SRVCS MGR	E	41		2	M	6,023.65	7,529.56	9,035.47								EGLE
REAL PROPERTY PROGRAM ADMIN.	E	38		3	M	5,593.42	6,991.78	8,390.14								EGLE
RECREATION COORDINATOR		16		4	P	3,451.07	4,060.08	4,669.09								EGLE
RECREATION LEADER II		2	A	IV	FL						1,914.84	2,009.94	2,110.49	2,216.62	2,326.33	EGLE
RECREATION MANAGER	E	38		2	M	5,593.42	6,991.78	8,390.14								EGLE
RECREATION SPECIALIST		7	B	IV	FL						2,443.38	2,565.91	2,693.94	2,827.45	2,970.09	EGLE
RECREATION SUPERVISOR	E	30		4	M	4,589.72	5,737.15	6,884.58								EGLE
RENT STABILIZATION MANAGER	E	43		2	M	6,327.88	7,909.85	9,491.82								EGLE
RISK MANAGER	E	40		2	M	5,875.77	7,344.71	8,813.65								EGLE
SAFETY & TRAINING ADMINISTRATR		19	B	III	P	4,901.46	5,766.42	6,631.38								EGLE
SENIOR ACCOUNTANT	E	31		2	M	4,706.41	5,883.01	7,059.61								EGLE
SENIOR ADMINISTRATIVE ASSIST		15	C	5	FL						3,259.81	3,424.42	3,594.58	3,773.86	3,962.25	SEIU
SENIOR ASSISTANT CITY ATTORNEY	E	51		2	M	7,710.42	9,638.02	11,565.62								MISC
SENIOR BUILDING INSPECTOR		33	C	3	P	5,247.81	6,173.89	7,099.97								SEIU
SENIOR CIVIL ENGINEER	E	40		3	M	5,875.77	7,344.71	8,813.65								EGLE
SENIOR CODE ENF OFFICER		29		3	P	4,757.99	5,597.64	6,437.29								SEIU
SENIOR DEPUTY CITY ATTORNEY	E	41		2	M	6,024.10	7,530.12	9,036.14								MISC
SENIOR FINANCIAL ANALYST-CONF	E	31		2	M	4,706.41	5,883.01	7,059.61								MISC
SENIOR HAZ MAT SPECIALIST - NS		42	F	VIII	P	6,580.21	7,741.42	8,902.63								EGLE
SENIOR HOUSING OFFICER	E	34		2	M	5,066.73	6,333.41	7,600.09								EGLE
SENIOR IT ANALYST	E	35		2	M	5,193.66	6,492.07	7,790.48								EGLE
SENIOR IT DESKTOP TECHNICIAN		21		2	P	3,905.92	4,595.20	5,284.48								EGLE
SENIOR LIBRARIAN		23		4	P	4,088.59	4,810.11	5,531.63								EGLE
SENIOR LIBRARY ASSISTANT		14	A	4	FL						3,180.38	3,339.51	3,505.93	3,683.34	3,864.42	EGLE
SENIOR MANAGEMENT ANALYST	E	31		2	M	4,706.41	5,883.01	7,059.61								EGLE
SENIOR MANAGEMENT ANALYST-CONF	E	31		2	M	4,706.41	5,883.01	7,059.61								MISC
SENIOR OUTREACH COORDINATOR		20		4	P	3,810.17	4,482.55	5,154.93								EGLE
SENIOR PAYROLL ACCOUNTANT	E	33		2	M	4,944.97	6,181.21	7,417.45								MISC
SENIOR PERMIT TECHNICIAN		23		3	FL						3,971.42	4,170.79	4,379.32	4,598.86	4,827.51	SEIU
SENIOR PLANNER	E	33		2	M	4,943.80	6,179.75	7,415.70								EGLE
SENIOR PROJECT MANAGER	E	40		2	M	5,875.77	7,344.71	8,813.65								EGLE

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2025-26

Effective June 22, 2025

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
SENIOR PUBLIC WORKS INSPECTOR		33	C 3	P	5,247.81	6,173.89	7,099.97									SEIU
SENIOR RECREATION COORDINATOR		20	4	P	3,810.17	4,482.55	5,154.93									EGLE
SENIOR STAGEHAND		3	4	FL							2,423.27	2,543.98	2,671.98	2,805.50	2,946.30	EGLE
SENIOR SYSTEMS SPECIALIST	E	37	2	M	5,455.90	6,819.87	8,183.84									EGLE
SENIOR TICKET SERVICES REP		1	4	FL							2,306.20	2,421.41	2,543.98	2,670.15	2,803.66	EGLE
SENIOR UTILITIES SYS TECH.		23	M 6	FL							3,948.78	4,145.71	4,353.79	4,571.32	4,800.08	SEIU
SENIOR WATER SYSTEM OPERATOR		26	M 6	FL							4,251.27	4,465.31	4,688.50	4,922.61	5,167.78	SEIU
SHORELINE MANAGER	E	38	2	M	5,593.42	6,991.78	8,390.14									EGLE
SOLID WASTE PROGRAM MANAGER	E	25	A II	M	5,536.38	6,920.47	8,304.56									EGLE
SR HUMAN RESOURCES ANALYST	E	31	2	M	4,706.41	5,883.01	7,059.61									MISC
SR POSTCLOSURE ENV SYS TECH		22	M 6	FL							3,852.48	4,044.59	4,247.60	4,459.83	4,683.00	SEIU
STREET & LANDFILL CLOSURE MNGR	E	26	B III	M	5,948.95	7,436.19	8,923.43									EGLE
STREET LIGHTING TECHNICIAN		18	M 6	FL							3,490.26	3,664.09	3,847.03	4,039.06	4,242.17	SEIU
STREET MAINTENANCE WORKER I		10	M 6	FL							2,864.68	3,007.36	3,157.39	3,316.51	3,481.13	SEIU
STREET MAINTENANCE WORKER II		14	M 6	FL							3,161.03	3,320.18	3,484.81	3,660.41	3,843.35	SEIU
STREET MAINTENANCE WORKER III		19	M 6	FL							3,576.26	3,755.54	3,943.96	4,141.55	4,348.19	SEIU
STREET SUPERVISOR		19	B III	P	4,901.46	5,766.42	6,631.38									EGLE
STREETSWEeper OPERATOR		16	M 6	FL							3,322.01	3,488.48	3,662.24	3,845.15	4,037.25	SEIU
SUPERVISING BUYER		28	2	P	4,641.87	5,461.02	6,280.17									EGLE
SUPERVISING PRKS & OPN SP WRKR		11	M 4	FL							2,936.02	3,082.35	3,236.04	3,398.80	3,568.96	SEIU
SUSTAINABILITY PROGRAM MANAGER	E	34	2	M	5,066.73	6,333.41	7,600.09									EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12	A II	P	3,667.17	4,314.32	4,961.47									EGLE
SYSTEMS SPECIALIST		28	2	P	4,641.87	5,461.02	6,280.17									EGLE
TRAFFIC ENGINEER	E	45	3	M	6,648.25	8,310.31	9,972.37									EGLE
TRANSPORTATION MANAGER	E	44	2	M	6,486.09	8,107.61	9,729.13									EGLE
TRANSPORTATION PLANNER	E	40	3	M	5,875.77	7,344.71	8,813.65									EGLE
TREE TRIMMER I		12	M 6	FL							3,009.22	3,159.22	3,318.37	3,482.99	3,658.60	SEIU
TREE TRIMMER II		16	M 6	FL							3,322.01	3,488.48	3,662.24	3,845.15	4,037.25	SEIU
TREE TRIMMER III		20	M 6	FL							3,665.90	3,848.81	4,042.75	4,243.94	4,456.18	SEIU
URBAN FOREST COORDINATOR		16	2	P	3,451.07	4,060.08	4,669.09									EGLE
URBAN FOREST MANAGER	E	38	2	M	5,593.42	6,991.78	8,390.14									EGLE
URBAN FOREST SUPERVISOR		20	B III	P	5,081.79	5,978.58	6,875.37									EGLE
UTILITIES ELECTRICIAN		27	M 6	FL							4,357.56	4,576.94	4,805.71	5,045.67	5,296.98	SEIU
UTILITIES INSPECTOR LOCATOR		20	M 6	FL							3,665.90	3,848.81	4,042.75	4,243.94	4,456.18	SEIU
UTILITIES SERVICES MANAGER	E	42	3	M	6,174.26	7,717.82	9,261.38									EGLE
UTILITIES SYSTEMS SPECIALIST		27	M 6	FL							4,357.56	4,576.94	4,805.71	5,045.67	5,296.98	SEIU
UTILITIES SYSTEMS SUPERVISOR		20	A III	P	5,023.99	5,910.58	6,797.17									EGLE
UTILITIES SYSTEMS TECHNICIAN		19	M 6	FL							3,576.26	3,755.54	3,943.96	4,141.55	4,348.19	SEIU
WAREHOUSE WORKER		10	M 6	FL							2,864.68	3,007.36	3,157.39	3,316.51	3,481.13	SEIU
WASTEWATER SUPERVISOR		20	A III	P	5,023.99	5,910.58	6,797.17									EGLE
WASTEWATER UTILITY WORKER I		13	M 6	FL							3,084.45	3,238.21	3,401.34	3,570.05	3,750.07	SEIU
WASTEWATER UTILITY WORKER II		17	M 6	FL							3,404.35	3,574.45	3,753.71	3,942.13	4,137.88	SEIU
WASTEWATER UTILITY WORKER III		21	M 6	FL							3,757.53	3,945.05	4,143.81	4,350.07	4,567.58	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*									
WATER OPERATIONS SPECIALIST		27	M	6	FL						4,357.56	4,576.94	4,805.71	5,045.67	5,296.98	SEIU
WATER QUALITY TECHNICIAN		26	M	6	FL						4,251.27	4,465.31	4,688.50	4,922.61	5,167.78	SEIU
WATER RESOURCE MANAGER	E	34		2	M	5,066.73	6,333.41	7,600.09								EGLE
WATER SUPERINTENDENT	E	22	A	III	M	5,272.86	6,591.07	7,909.28								EGLE
WATER SUPERVISOR		20	A	III	P	5,023.99	5,910.58	6,797.17								EGLE
WATER SYSTEM OPERATOR		22	M	6	FL						3,852.48	4,044.59	4,247.60	4,459.83	4,683.00	SEIU
WATER UTILITY WORKER I		13	M	6	FL						3,084.45	3,238.21	3,401.34	3,570.05	3,750.07	SEIU
WATER UTILITY WORKER II		17	M	6	FL						3,404.35	3,574.45	3,753.71	3,942.13	4,137.88	SEIU
WATER UTILITY WORKER III		21	M	6	FL						3,757.53	3,945.05	4,143.81	4,350.07	4,567.58	SEIU
WEBSITE COORDINATOR		31		2	P	5,000.56	5,883.01	6,765.46								MISC
WILDLIFE PRESERVATION COORD		16		4	P	3,451.07	4,060.08	4,669.09								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	6/22/2025		Budget Adoption updates; COLA updates from labor agreements

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2025-26

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3		
ACCOUNT CLERK I	34.29 /	41.67				HRMM	31
ACCOUNT CLERK II	37.81 /	45.99				HRMM	34
ACCOUNTANT I	50.05 /	67.74				HRMM	55
ACCOUNTANT II	55.23 /	74.73				HRMM	63
ACCOUNTING TECHNICIAN	41.77 /	50.76				HRMM	39
ADMINISTRATIVE AIDE	45.33 /	61.33				HRMM	49
ADMINISTRATIVE ASSIST	36.89 /	44.89				HRMM	33
AFTER SCHOOL EDU SPEC I	23.07 /	27.69				HRMM	9
AFTER SCHOOL EDU SPEC II	25.38 /	30.48				HRMM	20
AFTER SCHOOL EDU SPEC III	31.72 /	38.09				HRMM	7
ANALYST I	50.05 /	67.73				HRMM	56
ANALYST II	55.23 /	74.72				HRMM	64
AQUATICS HD LIFEGUARD	26.46 /	30.36				HRMM	13
AQUATICS LIFEGUARD I	21.85 /	25.11				HRMM	3
AQUATICS LIFEGUARD II	24.08 /	27.77				HRMM	12
AQUATICS POOL ATTEND.	20.23 /	22.34				HRMM	1
AQUATICS POOL SUPV	29.15 /	33.43				HRMM	17
AQUATICS WTR EXERC IN	29.33 /	40.66				HRMM	27
AQUATICS WTR SFTY INS	22.97 /	26.44				HRMM	8
ASSISTANT ENGR(CIVIL)	63.99 /	86.58				HRMM	71
ASSISTANT PLANNER	53.87 /	72.90				HRMM	60
ASSOCIATE ENGR(CIVIL)	70.67 /	95.59				HRMM	74
ASSOCIATE PLANNER	59.47 /	80.45				HRMM	69
BUILDING ATTENDANT	20.23 /	23.31				HRMM	2
CLERICAL AIDE	20.23 /	23.31				HRMM	2
CUSTOMER SERVICE REP	31.82 /	38.64				HRMM	90
DOCUMENT PROC SPECIAL	47.65 /	64.43				HRMM	53
ENGINEERING ASST I	41.73 /	50.70				HRMM	41
ENGINEERING ASST II	46.05 /	55.96				HRMM	51
ENGINEERING ASST III	50.90 /	61.86				HRMM	58
EQUIPMENT MECH I	41.50 /	50.46				HRMM	79
EQUIPMENT MECH II	45.84 /	55.71				HRMM	80
EQUIPMENT MECH III	50.58 /	61.50				HRMM	81
EXECUTIVE ASSISTANT	45.33 /	67.73				HRMM	48
HOUSE MANAGER	26.88 /	32.69				HRMM	22
INSPECTOR I	42.34 /	63.42				HRMM	44
INSPECTOR II	57.58 /	69.97				HRMM	68
IT ANALYST I	55.24 /	74.73				HRMM	65
IT ANALYST II	57.39 /	86.07				HRMM	67
IT DESKTOP TECH I	39.08 /	52.88				HRMM	37

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2025-26

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3		
IT DESKTOP TECH II	43.15 /	58.39				HRMM	46
JUNIOR ENGR (CIVIL)	58.00 /	78.46				HRMM	96
JUNIOR PLANNER	48.82 /	66.05				HRMM	73
LABORER I	21.66 /	31.79				HRMM	14
LABORER II	29.76 /	48.05				HRMM	25
LABORER III	43.61 /	53.03				HRMM	47
LEAD PUBLIC SFTY DISP	62.21 /	84.19				HRMM	82
LIB SECURITY ATTEND	23.89 /	29.03				HRMM	19
LIBRARIAN	42.10 /	62.87				HRMM	43
LIBRARY ASST	32.62 /	48.30				HRMM	30
LIBRARY HOMEWORK ASST	23.07 /	27.69				HRMM	9
LIBRARY PAGE	20.23 /	23.31				HRMM	2
LIBRARY TECH. AIDE	23.07 /	27.69				HRMM	9
LIBRARY TECHNICIAN	24.91 /	35.20				HRMM	86
OFFICE ASSISTANT	33.42 /	40.64				HRMM	29
PARKS MAINT WRKR I	35.83 /	43.51				HRMM	83
PARKS MAINT WRKR II	39.53 /	48.05				HRMM	84
PARKS MAINT WRKR III	43.61 /	53.02				HRMM	85
PLANNING MANAGER	81.09 /	121.61				HRMM	78
POLICE ASSISTANT I	25.96 /	34.57				HRMM	21
POLICE ASSISTANT II	32.13 /	39.02				HRMM	28
POLICE RECORDS SPEC	48.44 /	58.85				HRMM	54
POLICE RESERVE	/		19.20	68.13	102.21	HRFT	1
PRINCIPAL CVL ENGINR	81.02 /	121.56				HRMM	77
PRINCIPAL PLANNER	66.55 /	99.83				HRMM	76
PRKS & OPN SP WRKR I	25.96 /	34.57				HRMM	21
PRKS & OPN SP WRKR II	32.13 /	39.02				HRMM	28
PROGRAM ASSISTANT	41.76 /	50.76				HRMM	42
PUB SFTY DISP II CTO	60.97 /	74.09				HRMM	94
PUB SFTY DISP II OT	85.07 /	103.37				HRMM	93
PUB SFTY DISP II OT/CTO	91.43 /	111.13				HRMM	95
PUBLIC SAFETY DISP I	50.85 /	61.79				HRMM	62
PUBLIC SAFETY DISP II	56.70 /	68.92				HRMM	91
PUBLIC SAFETY DISP III	62.37 /	75.80				HRMM	92
REC. LEADER AIDE	20.23 /	22.34				HRMM	1
REC. LEADER I	21.89 /	26.40				HRMM	5
REC. LEADER II	23.01 /	27.96				HRMM	11
REC. SPECIALIST	29.37 /	35.69				HRMM	10
RECREATION COORD	43.14 /	58.38				HRMM	45

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2025-26

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3		
RECREATION SUPERVSR	51.96 /	77.98				HRMM	59
SENIOR ADMIN ANALYST	57.37 /	86.06				HRMM	66
SENIOR CIVIL ENGINEER	73.41 /	110.11				HRMM	75
SENIOR INFO TECH ANAL	63.38 /	95.04				HRMM	72
SENIOR INFO TECH DSKT	47.65 /	64.43				HRMM	53
SENIOR LIBRARY PAGE	21.94 /	26.34				HRMM	6
SENIOR PLANNER	61.78 /	92.70				HRMM	70
SENIOR RECREATION CRD	47.64 /	64.42				HRMM	52
SHOP ASSISTANT	20.23 /	23.31				HRMM	2
SKILLED TRADES I	38.54 /	51.73				HRMM	35
SKILLED TRADES II	42.54 /	57.10				HRMM	40
SKILLED TRADES III	46.98 /	66.04				HRMM	50
SR ADMIN ASSISTANT	40.75 /	49.53				HRMM	24
STAGEHAND I	23.89 /	29.03				HRMM	19
STAGEHAND I 1.5 RATE	35.84 /	43.55				HRMM	87
STAGEHAND II	30.31 /	36.83				HRMM	26
STAGEHAND II 1.5 RATE	45.47 /	55.25				HRMM	88
STUDENT INTERN I	20.23 /	23.31				HRMM	2
STUDENT INTERN II	22.93 /	28.20				HRMM	18
STUDENT INTERN III	26.40 /	32.57				HRMM	23
STUDENT INTERN IV	32.13 /	39.02				HRMM	28
TECH/PROF/MGMT EMP.	39.07 /	201.48				HRMM	36
TICKET SVCS REP I	22.12 /	26.90				HRMM	16
TICKET SVCS REP II	26.88 /	32.69				HRMM	22
TRAFFIC ENGINEER	83.06 /	124.58				HRMM	89
TRANSPORTATION PLNR	73.41 /	110.11				HRMM	75
UNION STAGEHAND	53.11 /	61.78				HRMM	61
YOUTH CORP COORD.	31.72 /	38.09				HRMM	7
YOUTH CORP WORKER	20.23 /	22.34				HRMM	1
YOUTH CORPS CRW LDR	23.07 /	26.57				HRMM	4

Update:	Effective Date	Approval Date	Notes:
New FY Hourly Salary Plan Effective Date	06/21/2025		COLA adjustments; Remove Document Processing classifications