

CITY OF MOUNTAIN VIEW  
RESOLUTION NO.  
SERIES 2021

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW  
APPROVING ANNUAL COMPENSATION INCREASE FOR THE  
CITY MANAGER AND ADOPTING A REVISED SALARY PLAN

BE IT RESOLVED by the City Council of the City of Mountain View that the City Council has recently completed a performance evaluation for the City Manager for Fiscal Year 2020-21.

BE IT RESOLVED that, based on the City Council's review of performance, the following compensation adjustments shall be made for Fiscal Year 2021-22, effective June 27, 2021:

City Manager: 5.0% merit increase for Fiscal Year 2021-22

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

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LR/SCR/6/RESO  
001-10-26-21r

Exhibit: A. Revised City of Mountain View Salary Plan

City of Mountain View  
 Salary Plan and Position Listing  
 Fiscal Year 2021-22  
 Revision No. 2

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit	
					Control Point			Min	Std.	Max**							
					Min	Cntl. Pt.	Max*										
ACCOUNT CLERK I		7	C	5	FL							2,287.90	2,400.48	2,522.48	2,647.57	2,780.52	SEIU
ACCOUNT CLERK I - CONF		7		5	FL							2,287.90	2,400.48	2,522.48	2,647.57	2,780.52	MISC
ACCOUNT CLERK II		11	C	5	FL							2,522.48	2,649.14	2,783.61	2,922.79	3,068.25	SEIU
ACCOUNT CLERK II-CONF.		11		5	FL							2,522.48	2,649.14	2,783.61	2,922.79	3,068.25	MISC
ACCOUNTANT I		23	A	2	P	3,507.91	4,126.95	4,745.99									EGLE
ACCOUNTANT II		27		2	P	3,872.20	4,555.53	5,238.86									EGLE
ACCOUNTING MANAGER	E	39		2	M	4,901.67	6,127.09	7,352.51									MISC
ACCOUNTING TECHNICIAN		15	C	2	FL							2,786.75	2,927.49	3,072.94	3,226.21	3,387.26	SEIU
ADMINISTRATIVE AIDE		19		2	P	3,178.25	3,739.12	4,299.99									EGLE
ADVANCED PLANNING MANAGER	E	40		2	M	5,023.10	6,278.88	7,534.66									EGLE
ANALYST I		23	A	2	P	3,507.91	4,126.95	4,745.99									EGLE
ANALYST I-CONF		23		2	P	3,507.91	4,126.95	4,745.99									MISC
ANALYST II		27		2	P	3,872.20	4,555.53	5,238.86									EGLE
ANALYST II-CONF		27		2	P	3,872.20	4,555.53	5,238.86									MISC
ASSISTANT BUILDING INSPECTOR		23		3	FL							3,395.10	3,565.54	3,743.81	3,931.49	4,126.95	SEIU
ASSISTANT BUYER		20		2	FL							3,151.93	3,309.86	3,475.59	3,649.14	3,832.06	EGLE
ASSISTANT CDD/PLANNING MGR	E	46		2	M	5,826.11	7,282.64	8,739.17									EGLE
ASSISTANT CITY ATTORNEY	E	46		2	M	5,827.47	7,284.34	8,741.21									MISC
ASSISTANT CITY CLERK		27		2	P	3,872.20	4,555.53	5,238.86									EGLE
ASSISTANT CITY MANAGER	E	1			DH				6,859.30	10,010.53	11,011.58						ESMS
ASSISTANT COMM. SVCS. DIRECTOR	E	46		3	M	5,826.11	7,282.64	8,739.17									EGLE
ASSISTANT ENGINEER (CIVIL)		30		3	P	4,168.91	4,904.60	5,640.29									EGLE
ASSISTANT PLANNER		24		2	P	3,594.80	4,229.18	4,863.56									EGLE
ASSISTANT PROJECT MANAGER	E	30		2	M	3,923.68	4,904.60	5,885.52									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49		3	M	6,273.90	7,842.37	9,410.84									EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A	II	M	4,909.18	6,136.48	7,363.78									MISC
ASSOCIATE ENGINEER (CIVIL)		34		3	P	4,602.17	5,414.32	6,226.47									EGLE
ASSOCIATE PLANNER		28		2	P	3,968.25	4,668.53	5,368.81									EGLE
ASST FINANCE & ADM SVCS DIR	E	47		2	M	5,972.60	7,465.75	8,958.90									MISC
BATTALION CHIEF	E	4		VIII	M	7,044.02	8,805.02	10,566.02									FMGR
BATTALION CHIEF-TIER 2	E	4		VIII	M	7,044.02	8,805.02	9,826.40									FMGR
BUILDING INSPECTOR I		25		3	FL							3,567.12	3,745.40	3,933.03	4,130.08	4,336.50	SEIU
BUILDING INSPECTOR II		29		3	FL							3,937.74	4,134.81	4,341.18	4,558.58	4,785.33	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33		2	M	4,226.38	5,282.97	6,339.56									EGLE
BUYER		24		2	FL							3,479.38	3,653.35	3,836.00	4,027.80	4,229.18	EGLE
CHIEF BLDG OFFICIAL	E	43		3	M	5,409.61	6,762.01	8,114.41									EGLE
CHIEF COMMUNICATIONS OFFICER	E	42		2	M	5,279.51	6,599.39	7,919.27									MISC
CHIEF SUSTAIN & RSLNCE OFFICER	E	39		2	M	4,900.54	6,125.68	7,350.82									EGLE
CIO/INFORMATION TECHNOLOGY DIR	E	0			DH				6,532.65	9,533.83	10,487.21						ESMS
CITY ATTORNEY	E	0			DH		9,996.94										CA
CITY CLERK	E	0			DH		6,932.68										CC
CITY MANAGER	E	0			DH		13,153.13										CM
CODE ENFORCEMENT OFFICER I		23		3	FL							3,395.10	3,565.54	3,743.81	3,931.49	4,126.95	SEIU
CODE ENFORCEMENT OFFICER II		27		3	FL							3,748.53	3,934.60	4,131.68	4,338.06	4,555.45	SEIU
COMMUNICATION COORDINATOR		31		2	P	4,274.90	5,029.29	5,783.68									EGLE
COMMUNITY OUTREACH COORD		16		4	P	2,950.27	3,470.90	3,991.54									EGLE

City of Mountain View  
Salary Plan and Position Listing  
Fiscal Year 2021-22  
Revision No. 2

Effective June 27, 2021

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range	1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit		
					Control Point											
					Min	Cntl. Pt.	Max*									
COMMUNITY SERVICES DIRECTOR	E	0		DH				6,532.65	9,533.83	10,487.21				ESMS		
COMMUNITY SERVICES OFFICER		2	V	FL							3,113.46	3,270.29	3,432.22	3,601.10	3,778.59	NPOA
COPY CENTER TECHNICIAN		10	5	FL							2,462.45	2,585.98	2,715.75	2,850.20	2,994.06	EGLE
COUNCILMEMBER				Council		533.97										MI-CC
CRIME ANALYST		27	2	P	3,872.20	4,555.53	5,238.86									EGLE
CROSS CONNECTION CONTROL SPEC		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	C	5	FL						2,175.29	2,283.19	2,397.36	2,517.77	2,642.89	SEIU
DEP PUB WRKS DIR/ AST CTY ENG	E	46	3	M	5,826.11	7,282.64	8,739.17									EGLE
DEPUTY BUILDING OFFICIAL	E	35	2	M	4,439.97	5,549.96	6,659.95									EGLE
DEPUTY CITY ATTORNEY	E	36	2	M	4,552.62	5,690.77	6,828.92									MISC
DEPUTY CITY CLERK		22	2	P	3,422.04	4,025.93	4,629.82									EGLE
DEPUTY CITY MANAGER	E	42	2	M	5,279.51	6,599.39	7,919.27									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	7,396.23	9,245.29	11,094.35									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							5,671.68	5,955.90	6,253.50	6,566.38	6,894.52	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A	VIII	FL						5,758.20	6,042.42	6,340.02	6,652.90	6,981.04	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B	VIII	FL						5,832.36	6,116.58	6,414.18	6,727.06	7,055.20	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C	VIII	FL						5,869.44	6,153.67	6,451.27	6,764.14	7,092.29	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D	VIII	FL						5,889.22	6,173.44	6,471.05	6,783.92	7,112.06	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E	VIII	FL						5,968.31	6,252.54	6,550.14	6,863.01	7,191.16	MVFF
DEPUTY POLICE CHIEF	E	2	VII	M	7,644.95	9,556.19	11,467.43									PMGR
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	4,439.97	5,549.96	6,659.95									EGLE
DEV SRVCS COORD		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
DIGITAL ENGAGMNT MRKTING STRTGS	E	34	2	M	4,332.46	5,415.58	6,498.70									MISC
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2,462.45	2,585.98	2,715.75	2,850.20	2,994.06	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2,717.28	2,853.36	2,997.16	3,145.69	3,303.63	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							3,000.28	3,150.40	3,308.33	3,474.03	3,647.59	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3,422.87	4,026.90	4,630.94									MISC
ECONOMIC VITALITY MANAGER	E	43	2	M	5,409.61	6,762.01	8,114.41									EGLE
EMERGENCY COMMUNICATIONS MGR		39	2	M	4,900.54	6,125.68	7,350.82									EGLE
ENGINEERING ASSISTANT I		16	3	FL							2,852.43	2,994.76	3,144.85	3,302.81	3,467.01	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						3,149.55	3,307.52	3,473.27	3,646.84	3,828.27	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						3,481.10	3,654.69	3,837.66	4,030.01	4,230.18	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3,735.21	4,394.37	5,053.53									SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	31	2	M	4,023.43	5,029.29	6,035.15									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
EQUIPMENT MECHANIC I		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
EQUIPMENT MECHANIC II		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
EQUIPMENT MECHANIC III		24	M	6	FL						3,459.20	3,632.79	3,814.19	4,005.00	4,205.15	SEIU
EQUIPMENT SERVICE WORKER		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
EXECUTIVE ASSISTANT		18	C	2	P	3,101.18	3,648.45	4,195.72								SEIU
EXECUTIVE ASSISTANT - EAGLE		18	A	2	P	3,100.45	3,647.59	4,194.73								EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	3,422.87	4,026.90	4,630.94									MISC
EXECUTIVE ASST. TO THE CM		22	2	P	3,422.87	4,026.90	4,630.94									MISC
FACILITIES CONTRACT COORDINATR		26	2	P	3,776.88	4,443.39	5,109.90									EGLE
FACILITIES MAINT. SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								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*									
FACILITIES MAINTENANCE I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
FACILITIES MAINTENANCE II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
FACILITIES MAINTENANCE III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
FACILITIES PROJECT MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
FINANCE AND ADMIN SVCS DIR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
FINANCIAL ANALYST I - CONF		23		2	P	3,507.91	4,126.95	4,745.99								MISC
FINANCIAL ANALYST II - CONF		27		2	P	3,872.20	4,555.53	5,238.86								MISC
FIRE CAPTAIN		12		VIII	FL						5,662.11	5,946.39	6,242.07	6,554.94	6,883.06	MVFF
FIRE CAPTAIN/HAZ MAT		15		VIII	FL						5,945.19	6,243.70	6,554.13	6,882.66	7,227.17	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15	A	VIII	FL						6,031.71	6,330.22	6,640.65	6,969.18	7,313.69	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15	B	VIII	FL						6,105.87	6,404.38	6,714.81	7,043.34	7,387.85	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15	C	VIII	FL						6,142.96	6,441.46	6,751.89	7,080.42	7,424.94	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15	D	VIII	FL						6,162.73	6,461.23	6,771.66	7,100.19	7,444.72	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15	E	VIII	FL						6,241.83	6,540.32	6,850.77	7,179.29	7,523.81	MVFF
FIRE CAPTAIN-LEVEL 1		12	A	VIII	FL						5,748.63	6,032.91	6,328.59	6,641.46	6,969.58	MVFF
FIRE CAPTAIN-LEVEL 2		12	B	VIII	FL						5,822.79	6,107.07	6,402.75	6,715.62	7,043.74	MVFF
FIRE CAPTAIN-LEVEL 3		12	C	VIII	FL						5,859.88	6,144.15	6,439.83	6,752.70	7,080.83	MVFF
FIRE CAPTAIN-LEVEL 4		12	D	VIII	FL						5,879.64	6,163.92	6,459.60	6,772.48	7,100.60	MVFF
FIRE CAPTAIN-LEVEL 5		12	E	VIII	FL						5,958.75	6,243.02	6,538.70	6,851.58	7,179.70	MVFF
FIRE CHIEF	E	1			DH				7,665.70	11,186.42	12,305.06					DHFI
FIRE ENGINEER		6		VIII	FL						4,853.32	5,094.92	5,350.97	5,618.00	5,899.58	MVFF
FIRE ENGINEER/HAZ MAT		9		VIII	FL						5,095.99	5,349.60	5,618.52	5,898.88	6,194.53	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9	A	VIII	FL						5,182.51	5,436.12	5,705.04	5,985.40	6,281.05	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2		9	B	VIII	FL						5,256.67	5,510.28	5,779.20	6,059.56	6,355.21	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3		9	C	VIII	FL						5,293.76	5,547.37	5,816.29	6,096.65	6,392.30	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4		9	D	VIII	FL						5,313.52	5,567.14	5,836.06	6,116.43	6,412.08	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5		9	E	VIII	FL						5,392.63	5,646.24	5,915.16	6,195.52	6,491.17	MVFF
FIRE ENGINEER/PARAMEDIC		11		VIII	FL						5,387.33	5,657.98	5,939.51	6,237.40	6,549.83	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 1		11	A	VIII	FL						5,473.85	5,744.50	6,026.03	6,323.92	6,636.35	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 2		11	B	VIII	FL						5,548.01	5,818.66	6,100.19	6,398.08	6,710.51	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 3		11	C	VIII	FL						5,585.09	5,855.74	6,137.27	6,435.17	6,747.59	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 4		11	D	VIII	FL						5,604.87	5,875.51	6,157.04	6,454.95	6,767.37	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 5		11	E	VIII	FL						5,683.97	5,954.61	6,236.15	6,534.04	6,846.47	MVFF
FIRE ENGINEER/PMEDIC/HM		8		VIII	FL						5,658.00	5,940.90	6,237.94	6,549.83	6,877.33	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		8	A	VIII	FL						5,744.52	6,027.42	6,324.46	6,636.35	6,963.85	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2		8	B	VIII	FL						5,818.68	6,101.58	6,398.62	6,710.51	7,038.01	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3		8	C	VIII	FL						5,855.76	6,138.67	6,435.71	6,747.59	7,075.09	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		8	D	VIII	FL						5,875.53	6,158.43	6,455.48	6,767.37	7,094.87	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		8	E	VIII	FL						5,954.63	6,237.54	6,534.58	6,846.47	7,173.97	MVFF
FIRE ENGINEER-LEVEL 1		6	A	VIII	FL						4,939.84	5,181.44	5,437.49	5,704.52	5,986.10	MVFF
FIRE ENGINEER-LEVEL 2		6	B	VIII	FL						5,014.00	5,255.60	5,511.65	5,778.68	6,060.26	MVFF
FIRE ENGINEER-LEVEL 3		6	C	VIII	FL						5,051.08	5,292.69	5,548.74	5,815.77	6,097.34	MVFF
FIRE ENGINEER-LEVEL 4		6	D	VIII	FL						5,070.85	5,312.45	5,568.52	5,835.55	6,117.12	MVFF
FIRE ENGINEER-LEVEL 5		6	E	VIII	FL						5,149.96	5,391.56	5,647.61	5,914.64	6,196.21	MVFF
FIRE MARSHAL NON-SAFETY	E	51		VIII	M	6,591.51	8,239.39	9,887.27								EGLE
FIRE PREVENTION OFFICER I		1		VIII	FL						4,299.33	4,515.47	4,740.72	4,976.86	5,225.68	MVFF

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 PREVENTION OFFICER II		3	VIII	FL							4,511.87	4,737.07	4,975.03	5,222.05	5,483.58	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL							5,245.65	5,507.23	5,783.34	6,072.10	6,375.45	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	5,149.52	6,436.90	7,724.28									EGLE
FIREFIGHTER		2	VIII	FL							4,422.83	4,644.43	4,876.93	5,120.34	5,376.45	MVFF
FIREFIGHTER LEVEL 1		2	A VIII	FL							4,509.36	4,730.95	4,963.45	5,206.86	5,462.97	MVFF
FIREFIGHTER LEVEL 2		2	B VIII	FL							4,583.51	4,805.11	5,037.61	5,281.02	5,537.13	MVFF
FIREFIGHTER LEVEL 3		2	C VIII	FL							4,620.60	4,842.19	5,074.70	5,318.10	5,574.22	MVFF
FIREFIGHTER LEVEL 4		2	D VIII	FL							4,640.38	4,861.97	5,094.46	5,337.87	5,593.99	MVFF
FIREFIGHTER LEVEL 5		2	E VIII	FL							4,719.47	4,941.07	5,173.57	5,416.98	5,673.09	MVFF
FIREFIGHTER/HAZ MAT		5	VIII	FL							4,643.99	4,876.64	5,120.78	5,376.31	5,645.27	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5	A VIII	FL							4,730.51	4,963.16	5,207.30	5,462.83	5,731.79	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5	B VIII	FL							4,804.67	5,037.32	5,281.46	5,536.99	5,805.95	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5	C VIII	FL							4,841.76	5,074.40	5,318.54	5,574.07	5,843.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5	D VIII	FL							4,861.54	5,094.17	5,338.31	5,593.85	5,862.80	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5	E VIII	FL							4,940.63	5,173.28	5,417.41	5,672.95	5,941.91	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL							5,153.18	5,410.66	5,681.46	5,965.70	6,263.22	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4	A VIII	FL							5,239.70	5,497.18	5,767.98	6,052.22	6,349.74	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4	B VIII	FL							5,313.86	5,571.34	5,842.14	6,126.38	6,423.90	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4	C VIII	FL							5,350.94	5,608.43	5,879.23	6,163.46	6,460.98	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4	D VIII	FL							5,370.72	5,628.20	5,899.01	6,183.23	6,480.76	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4	E VIII	FL							5,449.81	5,707.30	5,978.10	6,262.33	6,559.85	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL							4,907.83	5,153.03	5,410.94	5,681.61	5,964.97	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7	A VIII	FL							4,994.36	5,239.55	5,497.46	5,768.13	6,051.49	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7	B VIII	FL							5,068.51	5,313.71	5,571.62	5,842.29	6,125.65	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7	C VIII	FL							5,105.60	5,350.80	5,608.71	5,879.37	6,162.73	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7	D VIII	FL							5,125.37	5,370.56	5,628.48	5,899.15	6,182.50	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7	E VIII	FL							5,204.47	5,449.67	5,707.58	5,978.25	6,261.61	MVFF
FLEET AND FACILITIES MANAGER	E	25	B III	M	4,903.03	6,128.79	7,354.55									EGLE
FORESTRY & ROADWAY MANAGER	E	38	2	M	4,781.73	5,977.16	7,172.59									EGLE
FORESTRY COORDINATOR		16	2	P	2,950.27	3,470.90	3,991.54									EGLE
HAZARDOUS MAT SPEC NON SAFETY		40	A VIII	P	5,354.24	6,299.11	7,243.98									EGLE
HEAVY EQUIPMENT OPERATOR		17	M 6	FL							2,910.32	3,055.74	3,208.98	3,370.07	3,537.41	SEIU
HEAVY EQUIPMENT SPECIALIST		19	M 6	FL							3,057.29	3,210.55	3,371.63	3,540.54	3,717.19	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	43	2	M	5,409.61	6,762.01	8,114.41									EGLE
HOUSING OFFICER	E	32	2	M	4,122.55	5,153.19	6,183.83									EGLE
HOUSING SPECIALIST I		24	2	P	3,594.80	4,229.18	4,863.56									EGLE
HOUSING SPECIALIST II		28	2	P	3,968.25	4,668.53	5,368.81									EGLE
HUMAN RESOURCES ANALYST I		23	2	P	3,507.91	4,126.95	4,745.99									MISC
HUMAN RESOURCES ANALYST II		27	2	P	3,872.20	4,555.53	5,238.86									MISC
HUMAN RESOURCES DIRECTOR	E	0		DH				6,532.65	9,533.83	10,487.21						ESMS
HUMAN RESOURCES MANAGER	E	42	2	M	5,279.51	6,599.39	7,919.27									MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	3,258.01	3,832.95	4,407.89									MISC
HUMAN SERVICES MANAGER	E	34	2	M	4,332.46	5,415.58	6,498.70									MISC
INFORMATION TECHNOLOGY MANAGER	E	42	2	M	5,278.27	6,597.84	7,917.41									EGLE
IT ANALYST I		27	2	P	3,872.20	4,555.53	5,238.86									EGLE
IT ANALYST II	E	31	2	M	4,023.43	5,029.29	6,035.15									EGLE

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
IT APPLICATIONS MANAGER	E	39	A	2	M	4,901.67	6,127.09	7,352.51								EGLE
IT DESKTOP TECHNICIAN I		13		2	P	2,739.39	3,222.81	3,706.23								EGLE
IT DESKTOP TECHNICIAN II		17		2	P	3,024.74	3,558.52	4,092.30								EGLE
IT OPERATIONS MANAGER	E	39	A	2	M	4,901.67	6,127.09	7,352.51								EGLE
JUNIOR ENGINEER (CIVIL)		26		3	P	3,776.88	4,443.39	5,109.90								EGLE
LEAD POLICE RECORDS SPECIALIST		3		V	FL				3,413.32	3,582.15	3,761.32	3,947.44	4,145.55		NPOA	
LEAD PUBLIC SAFETY DISPATCHER		18	A	II	P	4,255.42	5,006.38	5,757.34							SEIU	
LEGAL SECRETARY		18	A	2	P	3,101.18	3,648.45	4,195.72							MISC	
LIBRARIAN I		15		4	P	2,878.49	3,386.46	3,894.43							EGLE	
LIBRARIAN II		19		4	P	3,178.25	3,739.12	4,299.99							EGLE	
LIBRARY ASSISTANT I		6		4	FL				2,231.07	2,342.09	2,459.32	2,582.84	2,712.61		EGLE	
LIBRARY ASSISTANT II		10		4	FL				2,462.45	2,585.98	2,715.75	2,850.20	2,994.06		EGLE	
LIBRARY ASSISTANT III		14	A	4	FL				2,718.86	2,854.89	2,997.16	3,148.83	3,303.63		EGLE	
LIBRARY CUSTOMER SERVICE SUPRV		22		4	P	3,422.04	4,025.93	4,629.82							EGLE	
LIBRARY SERVICES DIRECTOR	E	0			DH				6,532.65	9,533.83	10,487.21				ESMS	
LIBRARY SERVICES MANAGER	E	35		4	M	4,439.97	5,549.96	6,659.95							EGLE	
LIBRARY TECHNICIAN		1		4	FL				1,971.53	2,070.02	2,174.80	2,282.67	2,396.80		EGLE	
MANAGEMENT FELLOW		18		2	P	3,100.45	3,647.59	4,194.73							EGLE	
MAYOR					Council		667.49								MI-CC	
OFFICE ASSISTANT I		2	C	5	FL				2,020.49	2,123.65	2,228.48	2,339.51	2,458.34		SEIU	
OFFICE ASSISTANT I - CONF		2		5	FL				2,020.49	2,123.65	2,228.48	2,339.51	2,458.34		MISC	
OFFICE ASSISTANT II		6	C	5	FL				2,230.03	2,344.19	2,459.90	2,583.43	2,711.69		SEIU	
OFFICE ASSISTANT II-CONF		6	A	5	FL				2,230.03	2,344.19	2,459.90	2,583.43	2,711.69		MISC	
OFFICE ASSISTANT III		10	C	5	FL				2,463.04	2,586.57	2,716.38	2,850.86	2,994.76		SEIU	
OFFICE ASSISTANT III - CONF		10		5	FL				2,463.04	2,586.57	2,716.38	2,850.86	2,994.76		MISC	
OFFICE OF EMER SVCS COORD.		40	A	VIII	P	5,354.24	6,299.11	7,243.98							EGLE	
PARKS & OPEN SPACE MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59							EGLE	
PARKS & OPEN SPACE WORKER I		3	M	6	FL				2,066.30	2,170.48	2,276.25	2,388.32	2,508.26		SEIU	
PARKS & OPEN SPACE WORKER II		7	M	6	FL				2,277.81	2,393.06	2,509.86	2,634.56	2,764.04		SEIU	
PARKS MAINTENANCE WORKER I		10	M	6	FL				2,448.96	2,570.94	2,699.20	2,835.23	2,975.96		SEIU	
PARKS MAINTENANCE WORKER II		14	M	6	FL				2,702.30	2,838.37	2,979.10	3,129.23	3,285.61		SEIU	
PARKS MAINTENANCE WORKER III		18	M	6	FL				2,983.76	3,132.37	3,288.76	3,452.93	3,626.55		SEIU	
PARKS SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06							EGLE	
PAYROLL ACCOUNTANT I		25		2	P	3,686.03	4,336.50	4,986.98							MISC	
PAYROLL ACCOUNTANT II		29		2	P	4,068.87	4,786.91	5,504.95							MISC	
PAYROLL TECHNICIAN		18		2	P	3,101.18	3,648.45	4,195.72							MISC	
PERFORMING ARTS ASSISTANT		11	A	4	FL				2,525.00	2,650.11	2,782.97	2,922.11	3,069.12		EGLE	
PERFORMING ARTS COORDINATOR		20		4	P	3,257.25	3,832.06	4,406.87							EGLE	
PERFORMING ARTS MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59							EGLE	
PERFORMING ARTS SUPERVISOR	E	26		4	M	3,554.71	4,443.39	5,332.07							EGLE	
PERMIT TECHNICIAN		17	C	3	FL				2,924.39	3,071.37	3,224.63	3,385.71	3,554.59		SEIU	
PLAN CHECK ENGINEER	E	34		2	M	4,331.46	5,414.32	6,497.18							EGLE	
PLAN CHECK EXAMINER		30		3	P	4,168.91	4,904.60	5,640.29							EGLE	
PLANNING BOARD CLERK		18	C	2	P	3,101.18	3,648.45	4,195.72							SEIU	
PLANNING MANAGER/ZONING ADMIN	E	43		2	M	5,409.61	6,762.01	8,114.41							EGLE	
POLICE ASSISTANT III-UNIFORMED		10	A	5	FL				2,513.02	2,637.71	2,768.74	2,904.50	3,049.77		NPOA	

City of Mountain View  
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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
POLICE ASSISTANT II-UNIFORMED		6	A	5	FL						2,277.81	2,393.06	2,509.86	2,634.56	2,764.04	NPOA
POLICE ASSISTANT I-UNIFORMED		2	C	5	FL						2,066.30	2,170.48	2,276.25	2,388.32	2,508.26	NPOA
POLICE CAPTAIN	E	2	VII	M	FL	7,644.95	9,556.19	11,467.43								PMGR
POLICE CAPTAIN-TIER 2	E	2	VII	M	FL	7,644.95	9,556.19	10,435.36								PMGR
POLICE CHIEF	E	1			DH				7,665.70	11,186.42	12,305.06					DHPO
POLICE LIEUTENANT	E	1	VII	M	FL	6,648.09	8,310.11	9,972.13								PMGR
POLICE LIEUTENANT-TIER 2	E	1	VII	M	FL	6,648.09	8,310.11	9,274.08								PMGR
POLICE MEDIA/COMM REL COORD		31		2	P	4,274.90	5,029.29	5,783.68								EGLE
POLICE OFFICER		1	VII	FL							4,615.39	4,844.21	5,088.24	5,339.85	5,604.69	POA
POLICE OFFICER TRAINEE		5	V	FL							4,250.17					NPOA
POLICE RECORDS SPECIALIST		1	V	FL							3,051.48	3,201.35	3,361.60	3,527.03	3,702.79	NPOA
POLICE RECORDS SUPERVISOR		26		2	P	3,836.09	4,513.05	5,190.01								NPOA
POLICE SERGEANT		3	VII	FL							5,602.77	5,880.84	6,174.03	6,482.36	6,803.91	POA
POSTCLOSURE ENV SYSTEMS SPEC		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
POSTCLOSURE SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
PRINCIPAL CIVIL ENGINEER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
PRINCIPAL FINANCIAL ANALYST	E	35		2	M	4,441.02	5,551.27	6,661.52								MISC
PRINCIPAL IT ANALYST	E	37		2	M	4,664.15	5,830.19	6,996.23								EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34		2	M	4,332.46	5,415.58	6,498.70								MISC
PRINCIPAL PLANNER	E	35		2	M	4,439.97	5,549.96	6,659.95								EGLE
PRINCIPAL PROJECT MANAGER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
PROGRAM ASSISTANT		16	C	5	FL						2,855.55	2,999.43	3,149.55	3,307.52	3,471.72	SEIU
PROJECT MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
PROPERTY & EVIDENCE SPECIALIST		2	A	V	P	3,372.38	3,967.50	4,562.63								NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25		2	P	3,685.18	4,335.50	4,985.83								EGLE
PUBLIC SAFETY DISP COORDINATOR		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
PUBLIC SAFETY DISPATCHER I		12	A	II	FL						3,477.38	3,650.39	3,833.99	4,024.60	4,225.84	SEIU
PUBLIC SAFETY DISPATCHER II		15	A	II	FL						3,878.09	4,072.27	4,275.24	4,488.83	4,713.03	SEIU
PUBLIC SAFETY DISPATCHER III		16	A	III	FL						4,265.17	4,478.42	4,702.34	4,937.45	5,184.32	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39		2	M	4,900.54	6,125.68	7,350.82								EGLE
PUBLIC SERVICES TECHNICIAN		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
PUBLIC SERVICES TRAINEE		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
PUBLIC WORKS DIRECTOR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
PUBLIC WORKS INSPECTOR I		25		3	FL						3,567.12	3,745.40	3,933.03	4,130.08	4,336.50	SEIU
PUBLIC WORKS INSPECTOR II		29		3	FL						3,937.74	4,134.81	4,341.18	4,558.58	4,785.33	SEIU
PURCH & SUPPORT SRVCS MGR	E	41		2	M	5,149.52	6,436.90	7,724.28								EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36		3	M	4,551.57	5,689.46	6,827.35								EGLE
RECREATION COORDINATOR		16		4	P	2,950.27	3,470.90	3,991.54								EGLE
RECREATION LEADER II		2	A	IV	FL						1,636.97	1,718.27	1,804.22	1,894.95	1,988.73	EGLE
RECREATION MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59								EGLE
RECREATION SPECIALIST		7	B	IV	FL						2,088.80	2,193.55	2,303.00	2,417.14	2,539.08	EGLE
RECREATION SUPERVISOR	E	30		4	M	3,923.68	4,904.60	5,885.52								EGLE
RISK MANAGER	E	39		2	M	4,900.54	6,125.68	7,350.82								EGLE
SAFETY & TRAINING ADMINISTRATR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
SECRETARY		15	C	5	FL						2,786.75	2,927.49	3,072.94	3,226.21	3,387.26	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*									
SENIOR ACCOUNTANT	E	31	2	M	4,023.43	5,029.29	6,035.15								EGLE	
SENIOR ASSISTANT CITY ATTORNEY	E	50	2	M	6,430.74	8,038.42	9,646.10								MISC	
SENIOR BUILDING INSPECTOR		33	C	3	P	4,486.27	5,277.96	6,069.65							SEIU	
SENIOR CIVIL ENGINEER	E	38	3	M	4,781.73	5,977.16	7,172.59								EGLE	
SENIOR CODE ENF OFFICER		29	3	P	4,067.53	4,785.33	5,503.13								SEIU	
SENIOR DEPUTY CITY ATTORNEY	E	40	2	M	5,024.26	6,280.33	7,536.40								MISC	
SENIOR FINANCIAL ANALYST-CONF	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SENIOR HOUSING OFFICER	E	34	2	M	4,331.46	5,414.32	6,497.18								EGLE	
SENIOR IT ANALYST	E	35	2	M	4,439.97	5,549.96	6,659.95								EGLE	
SENIOR IT DESKTOP TECHNICIAN		21	2	P	3,339.11	3,928.36	4,517.61								EGLE	
SENIOR LIBRARIAN		23	4	P	3,495.27	4,112.08	4,728.89								EGLE	
SENIOR MANAGEMENT ANALYST	E	31	2	M	4,023.43	5,029.29	6,035.15								EGLE	
SENIOR MANAGEMENT ANALYST-CONF	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SENIOR PAYROLL ACCOUNTANT	E	33	2	M	4,227.37	5,284.21	6,341.05								MISC	
SENIOR PLANNER	E	32	2	M	4,122.55	5,153.19	6,183.83								EGLE	
SENIOR PROJECT MANAGER	E	38	2	M	4,781.73	5,977.16	7,172.59								EGLE	
SENIOR PUBLIC WORKS INSPECTOR		33	C	3	P	4,486.27	5,277.96	6,069.65							SEIU	
SENIOR RECREATION COORDINATOR		20	4	P	3,257.25	3,832.06	4,406.87								EGLE	
SENIOR STAGEHAND		3	4	FL						2,071.61	2,174.80	2,284.23	2,398.38	2,518.74	EGLE	
SENIOR SYSTEMS SPECIALIST	E	37	2	M	4,664.15	5,830.19	6,996.23								EGLE	
SENIOR TICKET SERVICES REP		1	4	FL						1,971.53	2,070.02	2,174.80	2,282.67	2,396.80	EGLE	
SENIOR UTILITIES SYS TECH.		22	M	6	FL					3,293.42	3,457.66	3,631.20	3,812.63	4,003.42	SEIU	
SENIOR WATER SYSTEM OPERATOR		25	M	6	FL					3,545.66	3,723.60	3,909.52	4,105.10	4,310.29	SEIU	
SHORELINE MANAGER	E	38	2	M	4,781.73	5,977.16	7,172.59								EGLE	
SOLID WASTE PROGRAM MANAGER	E	25	A	II	M	4,732.95	5,916.19	7,099.43							EGLE	
SR HUMAN RESOURCES ANALYST	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SR POSTCLOSURE ENV SYS TECH		22	M	6	FL					3,293.42	3,457.66	3,631.20	3,812.63	4,003.42	SEIU	
STREET & LANDFILL CLOSURE MNGR	E	26	B	III	M	5,085.66	6,357.07	7,628.48							EGLE	
STREET LIGHTING TECHNICIAN		18	M	6	FL					2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU	
STREET MAINTENANCE WORKER I		10	M	6	FL					2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU	
STREET MAINTENANCE WORKER II		14	M	6	FL					2,702.30	2,838.37	2,979.10	3,129.23	3,285.61	SEIU	
STREET MAINTENANCE WORKER III		18	M	6	FL					2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU	
STREET SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06							EGLE	
STREETSWEEPER OPERATOR		16	M	6	FL					2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU	
SUPERVISING BUYER		28	2	P	3,968.25	4,668.53	5,368.81								EGLE	
SUPERVISING PRKS & OPN SP WRKR		11	M	4	FL					2,509.95	2,635.05	2,766.44	2,905.58	3,051.05	SEIU	
SYSTEMS COORDINATOR/TECHNICIAN		12	A	II	P	3,135.00	3,688.24	4,241.48							EGLE	
SYSTEMS SPECIALIST		28	2	P	3,968.25	4,668.53	5,368.81								EGLE	
TRAFFIC ENGINEER	E	43	3	M	5,409.61	6,762.01	8,114.41								EGLE	
TRAINING OFFICER I		1	VIII	FL						4,299.33	4,515.47	4,740.72	4,976.86	5,225.68	MVFF	
TRANSPORTATION MANAGER	E	41	2	M	5,149.52	6,436.90	7,724.28								EGLE	
TRANSPORTATION PLANNER	E	38	3	M	4,781.73	5,977.16	7,172.59								EGLE	
TREE SUPERVISOR/ ARBORIST		20	B	III	P	4,344.34	5,110.99	5,877.64							EGLE	
TREE TRIMMER I		12	M	6	FL					2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU	
TREE TRIMMER II		16	M	6	FL					2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU	
TREE TRIMMER III		20	M	6	FL					3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	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*									
UTILITIES ELECTRICIAN		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
UTILITIES INSPECTOR LOCATOR		19	M	6	FL						3,057.29	3,210.55	3,371.63	3,540.54	3,717.19	SEIU
UTILITIES SERVICES MANAGER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
UTILITIES SYSTEMS SPECIALIST		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
UTILITIES SYSTEMS SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
UTILITIES SYSTEMS TECHNICIAN		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
VOLUNTEER COORDINATOR		20		4	P	3,257.25	3,832.06	4,406.87								EGLE
WAREHOUSE WORKER		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
WASTEWATER SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
WASTEWATER UTILITY WORKER I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
WASTEWATER UTILITY WORKER II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
WASTEWATER UTILITY WORKER III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
WATER OPERATIONS SPECIALIST		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
WATER QUALITY SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
WATER QUALITY TECHNICIAN		25	M	6	FL						3,545.66	3,723.60	3,909.52	4,105.10	4,310.29	SEIU
WATER RESOURCE MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
WATER RESOURCES TECHNICIAN		19	M	6	FL						3,057.29	3,210.55	3,371.63	3,540.54	3,717.19	SEIU
WATER SUPERINTENDENT	E	22	A	III	M	4,397.74	5,497.17	6,596.60								EGLE
WATER SYSTEM OPERATOR		21	M	6	FL						3,212.26	3,372.56	3,542.48	3,718.80	3,904.74	SEIU
WATER UTILITY WORKER I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
WATER UTILITY WORKER II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
WATER UTILITY WORKER III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
WEBSITE COORDINATOR		31		2	P	4,274.90	5,029.29	5,783.68								EGLE
WILDLIFE PRESERVATION COORD		16		4	P	2,950.27	3,470.90	3,991.54								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	06/27/2021	06/22/2021	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/27/2021	08/24/2021	Adjustments correcting the manual calculations

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit	
					Control Point			Min	Std.	Max**							
					Min	Cntl. Pt.	Max*	Min	Std.	Max**							
ACCOUNT CLERK I		7	C	5	FL							2,287.90	2,400.48	2,522.48	2,647.57	2,780.52	SEIU
ACCOUNT CLERK I - CONF		7		5	FL							2,287.90	2,400.48	2,522.48	2,647.57	2,780.52	MISC
ACCOUNT CLERK II		11	C	5	FL							2,522.48	2,649.14	2,783.61	2,922.79	3,068.25	SEIU
ACCOUNT CLERK II-CONF.		11		5	FL							2,522.48	2,649.14	2,783.61	2,922.79	3,068.25	MISC
ACCOUNTANT I		23	A	2	P	3,507.91	4,126.95	4,745.99									EGLE
ACCOUNTANT II		27		2	P	3,872.20	4,555.53	5,238.86									EGLE
ACCOUNTING MANAGER	E	39		2	M	4,901.67	6,127.09	7,352.51									MISC
ACCOUNTING TECHNICIAN		15	C	2	FL							2,786.75	2,927.49	3,072.94	3,226.21	3,387.26	SEIU
ADMINISTRATIVE AIDE		19		2	P	3,178.25	3,739.12	4,299.99									EGLE
ADVANCED PLANNING MANAGER	E	40		2	M	5,023.10	6,278.88	7,534.66									EGLE
ANALYST I		23	A	2	P	3,507.91	4,126.95	4,745.99									EGLE
ANALYST I-CONF		23		2	P	3,507.91	4,126.95	4,745.99									MISC
ANALYST II		27		2	P	3,872.20	4,555.53	5,238.86									EGLE
ANALYST II-CONF		27		2	P	3,872.20	4,555.53	5,238.86									MISC
ASSISTANT BUILDING INSPECTOR		23		3	FL							3,395.10	3,565.54	3,743.81	3,931.49	4,126.95	SEIU
ASSISTANT BUYER		20		2	FL							3,151.93	3,309.86	3,475.59	3,649.14	3,832.06	EGLE
ASSISTANT CDD/PLANNING MGR	E	46		2	M	5,826.11	7,282.64	8,739.17									EGLE
ASSISTANT CITY ATTORNEY	E	46		2	M	5,827.47	7,284.34	8,741.21									MISC
ASSISTANT CITY CLERK		27		2	P	3,872.20	4,555.53	5,238.86									EGLE
ASSISTANT CITY MANAGER	E	1			DH				6,859.30	10,010.53	11,011.58						ESMS
ASSISTANT COMM. SVCS. DIRECTOR	E	46		3	M	5,826.11	7,282.64	8,739.17									EGLE
ASSISTANT ENGINEER (CIVIL)		30		3	P	4,168.91	4,904.60	5,640.29									EGLE
ASSISTANT PLANNER		24		2	P	3,594.80	4,229.18	4,863.56									EGLE
ASSISTANT PROJECT MANAGER	E	30		2	M	3,923.68	4,904.60	5,885.52									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49		3	M	6,273.90	7,842.37	9,410.84									EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A	II	M	4,909.18	6,136.48	7,363.78									MISC
ASSOCIATE ENGINEER (CIVIL)		34		3	P	4,602.17	5,414.32	6,226.47									EGLE
ASSOCIATE PLANNER		28		2	P	3,968.25	4,668.53	5,368.81									EGLE
ASST FINANCE & ADM SVCS DIR	E	47		2	M	5,972.60	7,465.75	8,958.90									MISC
BATTALION CHIEF	E	4		VIII	M	7,044.02	8,805.02	10,566.02									FMGR
BATTALION CHIEF-TIER 2	E	4		VIII	M	7,044.02	8,805.02	9,826.40									FMGR
BUILDING INSPECTOR I		25		3	FL							3,567.12	3,745.40	3,933.03	4,130.08	4,336.50	SEIU
BUILDING INSPECTOR II		29		3	FL							3,937.74	4,134.81	4,341.18	4,558.58	4,785.33	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33		2	M	4,226.38	5,282.97	6,339.56									EGLE
BUYER		24		2	FL							3,479.38	3,653.35	3,836.00	4,027.80	4,229.18	EGLE
CHIEF BLDG OFFICIAL	E	43		3	M	5,409.61	6,762.01	8,114.41									EGLE
CHIEF COMMUNICATIONS OFFICER	E	42		2	M	5,279.51	6,599.39	7,919.27									MISC
CHIEF SUSTAIN & RSLNCE OFFICER	E	39		2	M	4,900.54	6,125.68	7,350.82									EGLE
CIO/INFORMATION TECHNOLOGY DIR	E	0			DH				6,532.65	9,533.83	10,487.21						ESMS
CITY ATTORNEY	E	0			DH		9,996.94										CA
CITY CLERK	E	0			DH		6,932.68										CC
CITY MANAGER	E	0			DH		13,153.13										CM
CODE ENFORCEMENT OFFICER I		23		3	FL							3,395.10	3,565.54	3,743.81	3,931.49	4,126.95	SEIU
CODE ENFORCEMENT OFFICER II		27		3	FL							3,748.53	3,934.60	4,131.68	4,338.06	4,555.45	SEIU
COMMUNICATION COORDINATOR		31		2	P	4,274.90	5,029.29	5,783.68									EGLE
COMMUNITY OUTREACH COORD		16		4	P	2,950.27	3,470.90	3,991.54									EGLE

City of Mountain View  
Salary Plan and Position Listing  
Fiscal Year 2021-22  
Revision No. 2

Effective June 27, 2021

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range	1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit		
					Control Point											
					Min	Cntl. Pt.	Max*									
COMMUNITY SERVICES DIRECTOR	E	0		DH				6,532.65	9,533.83	10,487.21				ESMS		
COMMUNITY SERVICES OFFICER		2	V	FL							3,113.46	3,270.29	3,432.22	3,601.10	3,778.59	NPOA
COPY CENTER TECHNICIAN		10	5	FL							2,462.45	2,585.98	2,715.75	2,850.20	2,994.06	EGLE
COUNCILMEMBER				Council		533.97										MI-CC
CRIME ANALYST		27	2	P	3,872.20	4,555.53	5,238.86									EGLE
CROSS CONNECTION CONTROL SPEC		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	C	5	FL						2,175.29	2,283.19	2,397.36	2,517.77	2,642.89	SEIU
DEP PUB WRKS DIR/ AST CTY ENG	E	46	3	M	5,826.11	7,282.64	8,739.17									EGLE
DEPUTY BUILDING OFFICIAL	E	35	2	M	4,439.97	5,549.96	6,659.95									EGLE
DEPUTY CITY ATTORNEY	E	36	2	M	4,552.62	5,690.77	6,828.92									MISC
DEPUTY CITY CLERK		22	2	P	3,422.04	4,025.93	4,629.82									EGLE
DEPUTY CITY MANAGER	E	42	2	M	5,279.51	6,599.39	7,919.27									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	7,396.23	9,245.29	11,094.35									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							5,671.68	5,955.90	6,253.50	6,566.38	6,894.52	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A	VIII	FL						5,758.20	6,042.42	6,340.02	6,652.90	6,981.04	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B	VIII	FL						5,832.36	6,116.58	6,414.18	6,727.06	7,055.20	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C	VIII	FL						5,869.44	6,153.67	6,451.27	6,764.14	7,092.29	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D	VIII	FL						5,889.22	6,173.44	6,471.05	6,783.92	7,112.06	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E	VIII	FL						5,968.31	6,252.54	6,550.14	6,863.01	7,191.16	MVFF
DEPUTY POLICE CHIEF	E	2	VII	M	7,644.95	9,556.19	11,467.43									PMGR
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	4,439.97	5,549.96	6,659.95									EGLE
DEV SRVCS COORD		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
DIGITAL ENGAGMNT MRKTING STRTGS	E	34	2	M	4,332.46	5,415.58	6,498.70									MISC
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2,462.45	2,585.98	2,715.75	2,850.20	2,994.06	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2,717.28	2,853.36	2,997.16	3,145.69	3,303.63	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							3,000.28	3,150.40	3,308.33	3,474.03	3,647.59	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3,422.87	4,026.90	4,630.94									MISC
ECONOMIC VITALITY MANAGER	E	43	2	M	5,409.61	6,762.01	8,114.41									EGLE
EMERGENCY COMMUNICATIONS MGR		39	2	M	4,900.54	6,125.68	7,350.82									EGLE
ENGINEERING ASSISTANT I		16	3	FL							2,852.43	2,994.76	3,144.85	3,302.81	3,467.01	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						3,149.55	3,307.52	3,473.27	3,646.84	3,828.27	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						3,481.10	3,654.69	3,837.66	4,030.01	4,230.18	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3,735.21	4,394.37	5,053.53									SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	31	2	M	4,023.43	5,029.29	6,035.15									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
EQUIPMENT MECHANIC I		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
EQUIPMENT MECHANIC II		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
EQUIPMENT MECHANIC III		24	M	6	FL						3,459.20	3,632.79	3,814.19	4,005.00	4,205.15	SEIU
EQUIPMENT SERVICE WORKER		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
EXECUTIVE ASSISTANT		18	C	2	P	3,101.18	3,648.45	4,195.72								SEIU
EXECUTIVE ASSISTANT - EAGLE		18	A	2	P	3,100.45	3,647.59	4,194.73								EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	3,422.87	4,026.90	4,630.94									MISC
EXECUTIVE ASST. TO THE CM		22	2	P	3,422.87	4,026.90	4,630.94									MISC
FACILITIES CONTRACT COORDINATR		26	2	P	3,776.88	4,443.39	5,109.90									EGLE
FACILITIES MAINT. SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								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*									
FACILITIES MAINTENANCE I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
FACILITIES MAINTENANCE II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
FACILITIES MAINTENANCE III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
FACILITIES PROJECT MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
FINANCE AND ADMIN SVCS DIR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
FINANCIAL ANALYST I - CONF		23		2	P	3,507.91	4,126.95	4,745.99								MISC
FINANCIAL ANALYST II - CONF		27		2	P	3,872.20	4,555.53	5,238.86								MISC
FIRE CAPTAIN		12		VIII	FL						5,662.11	5,946.39	6,242.07	6,554.94	6,883.06	MVFF
FIRE CAPTAIN/HAZ MAT		15		VIII	FL						5,945.19	6,243.70	6,554.13	6,882.66	7,227.17	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15	A	VIII	FL						6,031.71	6,330.22	6,640.65	6,969.18	7,313.69	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15	B	VIII	FL						6,105.87	6,404.38	6,714.81	7,043.34	7,387.85	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15	C	VIII	FL						6,142.96	6,441.46	6,751.89	7,080.42	7,424.94	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15	D	VIII	FL						6,162.73	6,461.23	6,771.66	7,100.19	7,444.72	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15	E	VIII	FL						6,241.83	6,540.32	6,850.77	7,179.29	7,523.81	MVFF
FIRE CAPTAIN-LEVEL 1		12	A	VIII	FL						5,748.63	6,032.91	6,328.59	6,641.46	6,969.58	MVFF
FIRE CAPTAIN-LEVEL 2		12	B	VIII	FL						5,822.79	6,107.07	6,402.75	6,715.62	7,043.74	MVFF
FIRE CAPTAIN-LEVEL 3		12	C	VIII	FL						5,859.88	6,144.15	6,439.83	6,752.70	7,080.83	MVFF
FIRE CAPTAIN-LEVEL 4		12	D	VIII	FL						5,879.64	6,163.92	6,459.60	6,772.48	7,100.60	MVFF
FIRE CAPTAIN-LEVEL 5		12	E	VIII	FL						5,958.75	6,243.02	6,538.70	6,851.58	7,179.70	MVFF
FIRE CHIEF	E	1			DH				7,665.70	11,186.42	12,305.06					DHFI
FIRE ENGINEER		6		VIII	FL						4,853.32	5,094.92	5,350.97	5,618.00	5,899.58	MVFF
FIRE ENGINEER/HAZ MAT		9		VIII	FL						5,095.99	5,349.60	5,618.52	5,898.88	6,194.53	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9	A	VIII	FL						5,182.51	5,436.12	5,705.04	5,985.40	6,281.05	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2		9	B	VIII	FL						5,256.67	5,510.28	5,779.20	6,059.56	6,355.21	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3		9	C	VIII	FL						5,293.76	5,547.37	5,816.29	6,096.65	6,392.30	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4		9	D	VIII	FL						5,313.52	5,567.14	5,836.06	6,116.43	6,412.08	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5		9	E	VIII	FL						5,392.63	5,646.24	5,915.16	6,195.52	6,491.17	MVFF
FIRE ENGINEER/PARAMEDIC		11		VIII	FL						5,387.33	5,657.98	5,939.51	6,237.40	6,549.83	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 1		11	A	VIII	FL						5,473.85	5,744.50	6,026.03	6,323.92	6,636.35	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 2		11	B	VIII	FL						5,548.01	5,818.66	6,100.19	6,398.08	6,710.51	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 3		11	C	VIII	FL						5,585.09	5,855.74	6,137.27	6,435.17	6,747.59	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 4		11	D	VIII	FL						5,604.87	5,875.51	6,157.04	6,454.95	6,767.37	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 5		11	E	VIII	FL						5,683.97	5,954.61	6,236.15	6,534.04	6,846.47	MVFF
FIRE ENGINEER/PMEDIC/HM		8		VIII	FL						5,658.00	5,940.90	6,237.94	6,549.83	6,877.33	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		8	A	VIII	FL						5,744.52	6,027.42	6,324.46	6,636.35	6,963.85	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2		8	B	VIII	FL						5,818.68	6,101.58	6,398.62	6,710.51	7,038.01	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3		8	C	VIII	FL						5,855.76	6,138.67	6,435.71	6,747.59	7,075.09	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		8	D	VIII	FL						5,875.53	6,158.43	6,455.48	6,767.37	7,094.87	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		8	E	VIII	FL						5,954.63	6,237.54	6,534.58	6,846.47	7,173.97	MVFF
FIRE ENGINEER-LEVEL 1		6	A	VIII	FL						4,939.84	5,181.44	5,437.49	5,704.52	5,986.10	MVFF
FIRE ENGINEER-LEVEL 2		6	B	VIII	FL						5,014.00	5,255.60	5,511.65	5,778.68	6,060.26	MVFF
FIRE ENGINEER-LEVEL 3		6	C	VIII	FL						5,051.08	5,292.69	5,548.74	5,815.77	6,097.34	MVFF
FIRE ENGINEER-LEVEL 4		6	D	VIII	FL						5,070.85	5,312.45	5,568.52	5,835.55	6,117.12	MVFF
FIRE ENGINEER-LEVEL 5		6	E	VIII	FL						5,149.96	5,391.56	5,647.61	5,914.64	6,196.21	MVFF
FIRE MARSHAL NON-SAFETY	E	51		VIII	M	6,591.51	8,239.39	9,887.27								EGLE
FIRE PREVENTION OFFICER I		1		VIII	FL						4,299.33	4,515.47	4,740.72	4,976.86	5,225.68	MVFF

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
FIRE PREVENTION OFFICER II		3	VIII	FL							4,511.87	4,737.07	4,975.03	5,222.05	5,483.58	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL							5,245.65	5,507.23	5,783.34	6,072.10	6,375.45	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	5,149.52	6,436.90	7,724.28									EGLE
FIREFIGHTER		2	VIII	FL							4,422.83	4,644.43	4,876.93	5,120.34	5,376.45	MVFF
FIREFIGHTER LEVEL 1		2	A VIII	FL							4,509.36	4,730.95	4,963.45	5,206.86	5,462.97	MVFF
FIREFIGHTER LEVEL 2		2	B VIII	FL							4,583.51	4,805.11	5,037.61	5,281.02	5,537.13	MVFF
FIREFIGHTER LEVEL 3		2	C VIII	FL							4,620.60	4,842.19	5,074.70	5,318.10	5,574.22	MVFF
FIREFIGHTER LEVEL 4		2	D VIII	FL							4,640.38	4,861.97	5,094.46	5,337.87	5,593.99	MVFF
FIREFIGHTER LEVEL 5		2	E VIII	FL							4,719.47	4,941.07	5,173.57	5,416.98	5,673.09	MVFF
FIREFIGHTER/HAZ MAT		5	VIII	FL							4,643.99	4,876.64	5,120.78	5,376.31	5,645.27	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5	A VIII	FL							4,730.51	4,963.16	5,207.30	5,462.83	5,731.79	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5	B VIII	FL							4,804.67	5,037.32	5,281.46	5,536.99	5,805.95	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5	C VIII	FL							4,841.76	5,074.40	5,318.54	5,574.07	5,843.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5	D VIII	FL							4,861.54	5,094.17	5,338.31	5,593.85	5,862.80	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5	E VIII	FL							4,940.63	5,173.28	5,417.41	5,672.95	5,941.91	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL							5,153.18	5,410.66	5,681.46	5,965.70	6,263.22	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4	A VIII	FL							5,239.70	5,497.18	5,767.98	6,052.22	6,349.74	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4	B VIII	FL							5,313.86	5,571.34	5,842.14	6,126.38	6,423.90	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4	C VIII	FL							5,350.94	5,608.43	5,879.23	6,163.46	6,460.98	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4	D VIII	FL							5,370.72	5,628.20	5,899.01	6,183.23	6,480.76	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4	E VIII	FL							5,449.81	5,707.30	5,978.10	6,262.33	6,559.85	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL							4,907.83	5,153.03	5,410.94	5,681.61	5,964.97	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7	A VIII	FL							4,994.36	5,239.55	5,497.46	5,768.13	6,051.49	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7	B VIII	FL							5,068.51	5,313.71	5,571.62	5,842.29	6,125.65	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7	C VIII	FL							5,105.60	5,350.80	5,608.71	5,879.37	6,162.73	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7	D VIII	FL							5,125.37	5,370.56	5,628.48	5,899.15	6,182.50	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7	E VIII	FL							5,204.47	5,449.67	5,707.58	5,978.25	6,261.61	MVFF
FLEET AND FACILITIES MANAGER	E	25	B III	M	4,903.03	6,128.79	7,354.55									EGLE
FORESTRY & ROADWAY MANAGER	E	38	2	M	4,781.73	5,977.16	7,172.59									EGLE
FORESTRY COORDINATOR		16	2	P	2,950.27	3,470.90	3,991.54									EGLE
HAZARDOUS MAT SPEC NON SAFETY		40	A VIII	P	5,354.24	6,299.11	7,243.98									EGLE
HEAVY EQUIPMENT OPERATOR		17	M 6	FL							2,910.32	3,055.74	3,208.98	3,370.07	3,537.41	SEIU
HEAVY EQUIPMENT SPECIALIST		19	M 6	FL							3,057.29	3,210.55	3,371.63	3,540.54	3,717.19	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	43	2	M	5,409.61	6,762.01	8,114.41									EGLE
HOUSING OFFICER	E	32	2	M	4,122.55	5,153.19	6,183.83									EGLE
HOUSING SPECIALIST I		24	2	P	3,594.80	4,229.18	4,863.56									EGLE
HOUSING SPECIALIST II		28	2	P	3,968.25	4,668.53	5,368.81									EGLE
HUMAN RESOURCES ANALYST I		23	2	P	3,507.91	4,126.95	4,745.99									MISC
HUMAN RESOURCES ANALYST II		27	2	P	3,872.20	4,555.53	5,238.86									MISC
HUMAN RESOURCES DIRECTOR	E	0		DH				6,532.65	9,533.83	10,487.21						ESMS
HUMAN RESOURCES MANAGER	E	42	2	M	5,279.51	6,599.39	7,919.27									MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	3,258.01	3,832.95	4,407.89									MISC
HUMAN SERVICES MANAGER	E	34	2	M	4,332.46	5,415.58	6,498.70									MISC
INFORMATION TECHNOLOGY MANAGER	E	42	2	M	5,278.27	6,597.84	7,917.41									EGLE
IT ANALYST I		27	2	P	3,872.20	4,555.53	5,238.86									EGLE
IT ANALYST II	E	31	2	M	4,023.43	5,029.29	6,035.15									EGLE

City of Mountain View  
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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
IT APPLICATIONS MANAGER	E	39	A	2	M	4,901.67	6,127.09	7,352.51								EGLE
IT DESKTOP TECHNICIAN I		13		2	P	2,739.39	3,222.81	3,706.23								EGLE
IT DESKTOP TECHNICIAN II		17		2	P	3,024.74	3,558.52	4,092.30								EGLE
IT OPERATIONS MANAGER	E	39	A	2	M	4,901.67	6,127.09	7,352.51								EGLE
JUNIOR ENGINEER (CIVIL)		26		3	P	3,776.88	4,443.39	5,109.90								EGLE
LEAD POLICE RECORDS SPECIALIST		3		V	FL					3,413.32	3,582.15	3,761.32	3,947.44	4,145.55		NPOA
LEAD PUBLIC SAFETY DISPATCHER		18	A	II	P	4,255.42	5,006.38	5,757.34								SEIU
LEGAL SECRETARY		18	A	2	P	3,101.18	3,648.45	4,195.72								MISC
LIBRARIAN I		15		4	P	2,878.49	3,386.46	3,894.43								EGLE
LIBRARIAN II		19		4	P	3,178.25	3,739.12	4,299.99								EGLE
LIBRARY ASSISTANT I		6		4	FL					2,231.07	2,342.09	2,459.32	2,582.84	2,712.61		EGLE
LIBRARY ASSISTANT II		10		4	FL					2,462.45	2,585.98	2,715.75	2,850.20	2,994.06		EGLE
LIBRARY ASSISTANT III		14	A	4	FL					2,718.86	2,854.89	2,997.16	3,148.83	3,303.63		EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22		4	P	3,422.04	4,025.93	4,629.82								EGLE
LIBRARY SERVICES DIRECTOR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
LIBRARY SERVICES MANAGER	E	35		4	M	4,439.97	5,549.96	6,659.95								EGLE
LIBRARY TECHNICIAN		1		4	FL					1,971.53	2,070.02	2,174.80	2,282.67	2,396.80		EGLE
MANAGEMENT FELLOW		18		2	P	3,100.45	3,647.59	4,194.73								EGLE
MAYOR					Council		667.49									MI-CC
OFFICE ASSISTANT I		2	C	5	FL					2,020.49	2,123.65	2,228.48	2,339.51	2,458.34		SEIU
OFFICE ASSISTANT I - CONF		2		5	FL					2,020.49	2,123.65	2,228.48	2,339.51	2,458.34		MISC
OFFICE ASSISTANT II		6	C	5	FL					2,230.03	2,344.19	2,459.90	2,583.43	2,711.69		SEIU
OFFICE ASSISTANT II-CONF		6	A	5	FL					2,230.03	2,344.19	2,459.90	2,583.43	2,711.69		MISC
OFFICE ASSISTANT III		10	C	5	FL					2,463.04	2,586.57	2,716.38	2,850.86	2,994.76		SEIU
OFFICE ASSISTANT III - CONF		10		5	FL					2,463.04	2,586.57	2,716.38	2,850.86	2,994.76		MISC
OFFICE OF EMER SVCS COORD.		40	A	VIII	P	5,354.24	6,299.11	7,243.98								EGLE
PARKS & OPEN SPACE MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59								EGLE
PARKS & OPEN SPACE WORKER I		3	M	6	FL					2,066.30	2,170.48	2,276.25	2,388.32	2,508.26		SEIU
PARKS & OPEN SPACE WORKER II		7	M	6	FL					2,277.81	2,393.06	2,509.86	2,634.56	2,764.04		SEIU
PARKS MAINTENANCE WORKER I		10	M	6	FL					2,448.96	2,570.94	2,699.20	2,835.23	2,975.96		SEIU
PARKS MAINTENANCE WORKER II		14	M	6	FL					2,702.30	2,838.37	2,979.10	3,129.23	3,285.61		SEIU
PARKS MAINTENANCE WORKER III		18	M	6	FL					2,983.76	3,132.37	3,288.76	3,452.93	3,626.55		SEIU
PARKS SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
PAYROLL ACCOUNTANT I		25		2	P	3,686.03	4,336.50	4,986.98								MISC
PAYROLL ACCOUNTANT II		29		2	P	4,068.87	4,786.91	5,504.95								MISC
PAYROLL TECHNICIAN		18		2	P	3,101.18	3,648.45	4,195.72								MISC
PERFORMING ARTS ASSISTANT		11	A	4	FL					2,525.00	2,650.11	2,782.97	2,922.11	3,069.12		EGLE
PERFORMING ARTS COORDINATOR		20		4	P	3,257.25	3,832.06	4,406.87								EGLE
PERFORMING ARTS MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59								EGLE
PERFORMING ARTS SUPERVISOR	E	26		4	M	3,554.71	4,443.39	5,332.07								EGLE
PERMIT TECHNICIAN		17	C	3	FL					2,924.39	3,071.37	3,224.63	3,385.71	3,554.59		SEIU
PLAN CHECK ENGINEER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
PLAN CHECK EXAMINER		30		3	P	4,168.91	4,904.60	5,640.29								EGLE
PLANNING BOARD CLERK		18	C	2	P	3,101.18	3,648.45	4,195.72								SEIU
PLANNING MANAGER/ZONING ADMIN	E	43		2	M	5,409.61	6,762.01	8,114.41								EGLE
POLICE ASSISTANT III-UNIFORMED		10	A	5	FL					2,513.02	2,637.71	2,768.74	2,904.50	3,049.77		NPOA

City of Mountain View  
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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
POLICE ASSISTANT II-UNIFORMED		6	A	5	FL						2,277.81	2,393.06	2,509.86	2,634.56	2,764.04	NPOA
POLICE ASSISTANT I-UNIFORMED		2	C	5	FL						2,066.30	2,170.48	2,276.25	2,388.32	2,508.26	NPOA
POLICE CAPTAIN	E	2		VII	M	7,644.95	9,556.19	11,467.43								PMGR
POLICE CAPTAIN-TIER 2	E	2		VII	M	7,644.95	9,556.19	10,435.36								PMGR
POLICE CHIEF	E	1			DH				7,665.70	11,186.42	12,305.06					DHPO
POLICE LIEUTENANT	E	1		VII	M	6,648.09	8,310.11	9,972.13								PMGR
POLICE LIEUTENANT-TIER 2	E	1		VII	M	6,648.09	8,310.11	9,274.08								PMGR
POLICE MEDIA/COMM REL COORD		31		2	P	4,274.90	5,029.29	5,783.68								EGLE
POLICE OFFICER		1		VII	FL						4,615.39	4,844.21	5,088.24	5,339.85	5,604.69	POA
POLICE OFFICER TRAINEE		5		V	FL						4,250.17					NPOA
POLICE RECORDS SPECIALIST		1		V	FL						3,051.48	3,201.35	3,361.60	3,527.03	3,702.79	NPOA
POLICE RECORDS SUPERVISOR		26		2	P	3,836.09	4,513.05	5,190.01								NPOA
POLICE SERGEANT		3		VII	FL						5,602.77	5,880.84	6,174.03	6,482.36	6,803.91	POA
POSTCLOSURE ENV SYSTEMS SPEC		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
POSTCLOSURE SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
PRINCIPAL CIVIL ENGINEER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
PRINCIPAL FINANCIAL ANALYST	E	35		2	M	4,441.02	5,551.27	6,661.52								MISC
PRINCIPAL IT ANALYST	E	37		2	M	4,664.15	5,830.19	6,996.23								EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34		2	M	4,332.46	5,415.58	6,498.70								MISC
PRINCIPAL PLANNER	E	35		2	M	4,439.97	5,549.96	6,659.95								EGLE
PRINCIPAL PROJECT MANAGER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
PROGRAM ASSISTANT		16	C	5	FL						2,855.55	2,999.43	3,149.55	3,307.52	3,471.72	SEIU
PROJECT MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
PROPERTY & EVIDENCE SPECIALIST		2	A	V	P	3,372.38	3,967.50	4,562.63								NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25		2	P	3,685.18	4,335.50	4,985.83								EGLE
PUBLIC SAFETY DISP COORDINATOR		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
PUBLIC SAFETY DISPATCHER I		12	A	II	FL						3,477.38	3,650.39	3,833.99	4,024.60	4,225.84	SEIU
PUBLIC SAFETY DISPATCHER II		15	A	II	FL						3,878.09	4,072.27	4,275.24	4,488.83	4,713.03	SEIU
PUBLIC SAFETY DISPATCHER III		16	A	III	FL						4,265.17	4,478.42	4,702.34	4,937.45	5,184.32	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39		2	M	4,900.54	6,125.68	7,350.82								EGLE
PUBLIC SERVICES TECHNICIAN		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
PUBLIC SERVICES TRAINEE		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
PUBLIC WORKS DIRECTOR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
PUBLIC WORKS INSPECTOR I		25		3	FL						3,567.12	3,745.40	3,933.03	4,130.08	4,336.50	SEIU
PUBLIC WORKS INSPECTOR II		29		3	FL						3,937.74	4,134.81	4,341.18	4,558.58	4,785.33	SEIU
PURCH & SUPPORT SRVCS MGR	E	41		2	M	5,149.52	6,436.90	7,724.28								EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36		3	M	4,551.57	5,689.46	6,827.35								EGLE
RECREATION COORDINATOR		16		4	P	2,950.27	3,470.90	3,991.54								EGLE
RECREATION LEADER II		2	A	IV	FL						1,636.97	1,718.27	1,804.22	1,894.95	1,988.73	EGLE
RECREATION MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59								EGLE
RECREATION SPECIALIST		7	B	IV	FL						2,088.80	2,193.55	2,303.00	2,417.14	2,539.08	EGLE
RECREATION SUPERVISOR	E	30		4	M	3,923.68	4,904.60	5,885.52								EGLE
RISK MANAGER	E	39		2	M	4,900.54	6,125.68	7,350.82								EGLE
SAFETY & TRAINING ADMINISTRATR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
SECRETARY		15	C	5	FL						2,786.75	2,927.49	3,072.94	3,226.21	3,387.26	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*	Min	Std.	Max**						
SENIOR ACCOUNTANT	E	31	2	M	4,023.43	5,029.29	6,035.15								EGLE	
SENIOR ASSISTANT CITY ATTORNEY	E	50	2	M	6,430.74	8,038.42	9,646.10								MISC	
SENIOR BUILDING INSPECTOR		33	C	3	P	4,486.27	5,277.96	6,069.65							SEIU	
SENIOR CIVIL ENGINEER	E	38	3	M	4,781.73	5,977.16	7,172.59								EGLE	
SENIOR CODE ENF OFFICER		29	3	P	4,067.53	4,785.33	5,503.13								SEIU	
SENIOR DEPUTY CITY ATTORNEY	E	40	2	M	5,024.26	6,280.33	7,536.40								MISC	
SENIOR FINANCIAL ANALYST-CONF	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SENIOR HOUSING OFFICER	E	34	2	M	4,331.46	5,414.32	6,497.18								EGLE	
SENIOR IT ANALYST	E	35	2	M	4,439.97	5,549.96	6,659.95								EGLE	
SENIOR IT DESKTOP TECHNICIAN		21	2	P	3,339.11	3,928.36	4,517.61								EGLE	
SENIOR LIBRARIAN		23	4	P	3,495.27	4,112.08	4,728.89								EGLE	
SENIOR MANAGEMENT ANALYST	E	31	2	M	4,023.43	5,029.29	6,035.15								EGLE	
SENIOR MANAGEMENT ANALYST-CONF	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SENIOR PAYROLL ACCOUNTANT	E	33	2	M	4,227.37	5,284.21	6,341.05								MISC	
SENIOR PLANNER	E	32	2	M	4,122.55	5,153.19	6,183.83								EGLE	
SENIOR PROJECT MANAGER	E	38	2	M	4,781.73	5,977.16	7,172.59								EGLE	
SENIOR PUBLIC WORKS INSPECTOR		33	C	3	P	4,486.27	5,277.96	6,069.65							SEIU	
SENIOR RECREATION COORDINATOR		20	4	P	3,257.25	3,832.06	4,406.87								EGLE	
SENIOR STAGEHAND		3	4	FL						2,071.61	2,174.80	2,284.23	2,398.38	2,518.74	EGLE	
SENIOR SYSTEMS SPECIALIST	E	37	2	M	4,664.15	5,830.19	6,996.23								EGLE	
SENIOR TICKET SERVICES REP		1	4	FL						1,971.53	2,070.02	2,174.80	2,282.67	2,396.80	EGLE	
SENIOR UTILITIES SYS TECH.		22	M	6	FL					3,293.42	3,457.66	3,631.20	3,812.63	4,003.42	SEIU	
SENIOR WATER SYSTEM OPERATOR		25	M	6	FL					3,545.66	3,723.60	3,909.52	4,105.10	4,310.29	SEIU	
SHORELINE MANAGER	E	38	2	M	4,781.73	5,977.16	7,172.59								EGLE	
SOLID WASTE PROGRAM MANAGER	E	25	A	II	M	4,732.95	5,916.19	7,099.43							EGLE	
SR HUMAN RESOURCES ANALYST	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SR POSTCLOSURE ENV SYS TECH		22	M	6	FL					3,293.42	3,457.66	3,631.20	3,812.63	4,003.42	SEIU	
STREET & LANDFILL CLOSURE MNGR	E	26	B	III	M	5,085.66	6,357.07	7,628.48							EGLE	
STREET LIGHTING TECHNICIAN		18	M	6	FL					2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU	
STREET MAINTENANCE WORKER I		10	M	6	FL					2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU	
STREET MAINTENANCE WORKER II		14	M	6	FL					2,702.30	2,838.37	2,979.10	3,129.23	3,285.61	SEIU	
STREET MAINTENANCE WORKER III		18	M	6	FL					2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU	
STREET SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06							EGLE	
STREETSWEEPER OPERATOR		16	M	6	FL					2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU	
SUPERVISING BUYER		28	2	P	3,968.25	4,668.53	5,368.81								EGLE	
SUPERVISING PRKS & OPN SP WRKR		11	M	4	FL					2,509.95	2,635.05	2,766.44	2,905.58	3,051.05	SEIU	
SYSTEMS COORDINATOR/TECHNICIAN		12	A	II	P	3,135.00	3,688.24	4,241.48							EGLE	
SYSTEMS SPECIALIST		28	2	P	3,968.25	4,668.53	5,368.81								EGLE	
TRAFFIC ENGINEER	E	43	3	M	5,409.61	6,762.01	8,114.41								EGLE	
TRAINING OFFICER I		1	VIII	FL						4,299.33	4,515.47	4,740.72	4,976.86	5,225.68	MVFF	
TRANSPORTATION MANAGER	E	41	2	M	5,149.52	6,436.90	7,724.28								EGLE	
TRANSPORTATION PLANNER	E	38	3	M	4,781.73	5,977.16	7,172.59								EGLE	
TREE SUPERVISOR/ ARBORIST		20	B	III	P	4,344.34	5,110.99	5,877.64							EGLE	
TREE TRIMMER I		12	M	6	FL					2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU	
TREE TRIMMER II		16	M	6	FL					2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU	
TREE TRIMMER III		20	M	6	FL					3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	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*									
UTILITIES ELECTRICIAN		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
UTILITIES INSPECTOR LOCATOR		19	M	6	FL						3,057.29	3,210.55	3,371.63	3,540.54	3,717.19	SEIU
UTILITIES SERVICES MANAGER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
UTILITIES SYSTEMS SPECIALIST		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
UTILITIES SYSTEMS SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
UTILITIES SYSTEMS TECHNICIAN		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
VOLUNTEER COORDINATOR		20		4	P	3,257.25	3,832.06	4,406.87								EGLE
WAREHOUSE WORKER		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
WASTEWATER SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
WASTEWATER UTILITY WORKER I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
WASTEWATER UTILITY WORKER II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
WASTEWATER UTILITY WORKER III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
WATER OPERATIONS SPECIALIST		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
WATER QUALITY SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
WATER QUALITY TECHNICIAN		25	M	6	FL						3,545.66	3,723.60	3,909.52	4,105.10	4,310.29	SEIU
WATER RESOURCE MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
WATER RESOURCES TECHNICIAN		19	M	6	FL						3,057.29	3,210.55	3,371.63	3,540.54	3,717.19	SEIU
WATER SUPERINTENDENT	E	22	A	III	M	4,397.74	5,497.17	6,596.60								EGLE
WATER SYSTEM OPERATOR		21	M	6	FL						3,212.26	3,372.56	3,542.48	3,718.80	3,904.74	SEIU
WATER UTILITY WORKER I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
WATER UTILITY WORKER II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
WATER UTILITY WORKER III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
WEBSITE COORDINATOR		31		2	P	4,274.90	5,029.29	5,783.68								EGLE
WILDLIFE PRESERVATION COORD		16		4	P	2,950.27	3,470.90	3,991.54								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	06/27/2021	06/22/2021	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/27/2021	08/24/2021	Adjustments correcting the manual calculations