

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2024

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW
AUTHORIZING THE CITY MANAGER OR DESIGNEE TO AMEND THE MEMORANDUM OF
UNDERSTANDING BETWEEN THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 521,
AND THE CITY FOR THE PERIOD OF JULY 1, 2024 THROUGH JUNE 30, 2027, AND
REVISE THE CITY'S SALARY PLAN TO REFLECT THESE COMPENSATION CHANGES

WHEREAS, the City's current Memorandum of Understanding (MOU) with the Service Employees International Union (SEIU) (July 1, 2021 through June 30, 2024) expires June 30, 2024; and

WHEREAS, a successor MOU has been negotiated; and

WHEREAS, the provisions of the current MOU that are changing or new are summarized herein; and

WHEREAS, all increases shall be computed to the nearest one-tenth percent (0.1%) and rounded to the nearest penny in accordance with the procedures established by the Human Resources Director and Finance and Administrative Services Director or their designee; now, therefore, be it

RESOLVED: by the City Council of the City of Mountain View that the following amendments to the MOU are approved:

1. Term: Three-year compensation packages beginning July 1, 2024 and ending June 30, 2027.
2. 4.0% COLA, Fiscal Year 2024-25: Effective the beginning of the pay period including July 1, 2024, or the first pay period following Council adoption, whichever is later, the City shall amend the salary plan to increase the salary ranges of all classifications of SEIU employees by a four percent (4%) COLA.
3. 3.0% COLA, Fiscal Year 2025-26: Effective the beginning of the pay period, including July 1, 2025, the City shall amend the salary plan to increase the salary ranges of all classifications of SEIU employees by a three percent (3%) COLA.
4. 3.0% COLA, Fiscal Year 2026-27: Effective the beginning of the pay period, including July 1, 2026, the City shall amend the salary plan to increase the salary ranges of all classifications of SEIU employees by a three percent (3%) COLA.

5. Equity Adjustment: Effective the pay period including July 1, 2024, or the first pay period following Council adoption, whichever is later, the City shall apply an equity adjustment to increase the salary range for the classification of Street Maintenance Worker III by one salary grade (approximately 2.5%).

6. Deferred Compensation Auto-Enrollment: As soon as administratively possible, all new hires and employees not currently enrolled will be automatically enrolled in the City's deferred compensation program with a one percent (1%) employee contribution. Employees may opt out.

7. One-Time Deferred Compensation Employer Contributions: Effective the first full pay period in January 2025, the City will contribute a one-time lump sum of Two Thousand Five Hundred Dollars (\$2,500) (prorated for regular part-time employees) to the deferred compensation 457(b) pretax account for each SEIU member in paid status on the date of payment.

Effective the first full pay period in January 2026, the City will contribute a one-time, lump sum of Two Thousand Five Hundred Dollars (\$2,500) (prorated for regular part-time employees) to the deferred compensation 457(b) pretax account for each SEIU member in paid status on the date of payment.

Effective the first full pay period in January 2027, the City will contribute a one-time, lump sum of Two Thousand Five Hundred Dollars (\$2,500) (prorated for regular part-time employees) to the deferred compensation 457(b) pretax account for each SEIU member in paid status on the date of payment.

8. Holidays and Holiday-in-Lieu: Upon City Council adoption of a resolution amending City-observed holidays, anticipated by January 1, 2025, the City shall observe 13 scheduled eight-hour paid holidays each calendar year, which adds Cesar Chavez Day and Juneteenth (hereinafter individually "New Holiday" or collectively "New Holidays"). In the event that a resolution adding the New Holidays to the Citywide holiday schedule has not been adopted before the date one or both of these New Holidays occur, SEIU employees will receive one 8-hour floating holiday for the New Holiday(s) that occurred before adoption. In recognition of the addition of two holidays, Public Safety Dispatchers in SEIU will receive an increase in holiday in-lieu pay of one percent (1%), for a total of six and one half percent (6.5%), effective the pay period including July 1, 2025.

9. Flexible Spending Account: Effective January 1, 2025, increase the maximum amount employees may contribute to a medical Flexible Spending Account from Two Thousand Five Hundred Dollars (\$2,500) to Three Thousand Two Hundred Dollars (\$3,200) (or the IRS maximum, whichever is less) annually, to be administered in accordance with IRS guidelines.

10. Bilingual Pay: Effective the pay period including July 1, 2024 or the first pay period following Council adoption, whichever is later, employees who meet the criteria, as determined

by the Human Resources Department, shall be entitled to receive Three Hundred Dollars (\$300) per month (\$138.46 biweekly based on 26 pay periods in one year).

11. Clothing Allowance: Effective the pay period including July 1, 2024, or the first pay period following Council adoption, whichever is later, increase the annual clothing allowance for eligible classifications from Three Hundred Sixty dollars (\$360) to Five Hundred Forty Dollars (\$540).

12. Shoe Allowance: Effective the pay period including July 1, 2024, or the first pay period following Council adoption, whichever is later, increase the annual shoe allowance for eligible classifications from Two Hundred Twenty-five Dollars (\$225) to Four Hundred Fifty Dollars (\$450).

13. Tool Reimbursement Allowance: Effective the pay period including July 1, 2024, or the first pay period following Council adoption, whichever is later, increase the annual tool allowance reimbursement for eligible classifications from One Thousand Dollars (\$1,000) to One Thousand Eight Hundred Dollars (\$1,800).

14. CalOES Deployment for Public Safety Dispatchers: Agree to side letter or MOU language regarding Incident Dispatch Team deployment for California Office of Emergency Services (CalOES) requests at the discretion of the Chief. Additional compensation depends on and will not exceed CalOES reimbursement covering staff time for compensable travel and work hours.

15. Reimbursed Overtime for Public Safety Dispatchers: Effective as soon as possible following Council adoption, Public Safety Dispatch represented members shall be entitled to overtime at double-time (two times their base rate of pay) when they work an overtime assignment reimbursed by a for-profit entity and the for-profit entity reimburses the City at the higher rate.

16. California Public Employees' Retirement System (CalPERS) Employee Contributions for PEPRAs Members: Effective as soon as administratively possible following a signed MOU, the City will initiate a contract amendment with CalPERS to reduce the total pension contribution for SEIU employees on the 2.0 @ 62 miscellaneous formula by one half percent (0.50%) in exchange for discontinuing the Social Security Replacement Benefit outlined below. Employee-paid employer contributions are intended to be ongoing contributions; notwithstanding this intention, the employee normal contribution for employees may be modified under the requirements of PEPRAs.

Illustrative Employee Contribution for Fiscal Year 2024-25 following Contract Amendment		
Employee Normal Contribution	Employee Share of Employer Contribution	Total Paid by Employee

2.7@55	8.00%	3.50%	11.50%
2.0@62	7.00%*	3.00%	10.00%**

NOTE: Changes in the cost-share amounts will be effective when CalPERS completes its internal processes.

- * Under PEPRRA, employees on the 2.0@62 pension formula are required to pay at least half the normal cost of their pension.
- ** This is the maximum employee contribution. If the normal cost for the 2.0@62 formula increases beyond 12.5%, requiring the employee to pay more than 6.25% to contribute half the normal cost, the amount of the employee-paid employer contribution (cost share) will decrease proportionately so that the total employee contribution will terminate at 10.50%. For example, if, in Fiscal Year 2017-18, half the normal cost is 7.25%, the cost-share amount would be 3.25% to reach a total employee contribution of 10.50%. If at any time half the normal cost decreases such that the total employee contribution, if the prior cost share were continued, would drop below 10.50%, then the cost-share amount will increase proportionately to a maximum of 10.50%. If 50% of the normal cost exceeds 10.5%, the employee will be required to pay 50% of normal cost.

17. Social Security Replacement Benefit (SSRB): Effective the pay period including July 1, 2024, or the first pay period following Council adoption, whichever is later, SEIU employees have agreed to the elimination of the SSRB on an ongoing basis in exchange for the reduction to PEPRRA employee cost share outlined above.

18. City Health Savings Account Contribution for New Enrollees in Kaiser High Deductible Health Plan (HDHP): For SEIU employees who elect to participate in the HDHP, the following Health Savings Account (HSA) contribution schedule will apply for Fiscal Year 2023-24 through Fiscal Year 2026-27. When an employee enrolls in a HDHP for the first time, the City will contribute one hundred percent (100%) of the plan deductible (\$1,600 for employee-only and \$3,200 for employee plus one or more dependents) into the employee’s HSA as defined by the IRS. During one subsequent enrollment year, the City will contribute fifty percent (50%) of the plan deductible (\$800 for employee-only and \$1,600 for employee plus one or more dependents) into the employee’s HSA as defined by the IRS. If an employee leaves the HDHP after their first year, and later returns to the plan, the City will contribute fifty percent (50%) of the plan deductible into the employee’s HSA as defined by the IRS. Employees may contribute additional funds into their HSA up to the IRS annual maximums. Since HSA contribution limits are determined on a calendar/tax-year basis, a midyear enrollment in an HSA may be subject to a prorated HSA contribution limit, including a prorated City HSA contribution. Contributions in excess of the IRS limit may be subject to tax penalties. The combination of employee, employer, and third-party contributions may not exceed the annual IRS limits. The City may change the contribution to the HSA after Fiscal Year 2026-27.

19. Other Changes: Clean up and modification of MOU language to make updates and address operational issues and/or compliance in a variety of areas, including certification pay classification and POST certificate eligibility, compensatory time off, disability insurance, floating holiday, leave payouts, out-of-class pay, and uniforms; and be it

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

MG/4/RESO
032-06-25-24r-6

Exhibit: A. Fiscal Year 2024-25 Salary Plan, Revision 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*	Min	Std.	Max**						
CITY CLERK	E	00		DH		8,409.72									CC	
CITY MANAGER	E	00		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	00		DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY OUTREACH SPECIALIST		07	B								2,372.21	2,491.17	2,615.48	2,745.10	2,883.58	EGLE
COMMUNITY SERVICES DIRECTOR	E	00		DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY SERVICES OFFICER		02	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		621.61										COUN
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		05	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	07		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 DEVELPMNT 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 00			DH	-			8,921.76	11,152.20	12,267.42						ESMS
FINANCE MANAGER	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							6,915.96	7,258.23	7,614.17	7,990.87	8,385.87	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2	15	B	VIII	FL							7,000.99	7,343.26	7,699.20	8,075.90	8,470.91	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3	15	C	VIII	FL							7,043.52	7,385.77	7,741.71	8,118.41	8,513.44	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4	15	D	VIII	FL							7,066.18	7,408.44	7,764.38	8,141.08	8,536.12	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5	15	E	VIII	FL							7,156.88	7,499.13	7,855.09	8,231.77	8,626.80	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 01			DH				10,774.13	13,467.67	14,814.44						DHFI
FIRE ENGINEER	06		VIII	FL							5,564.82	5,841.84	6,135.42	6,441.60	6,764.46	MVFF
FIRE ENGINEER/HAZ MAT	09		VIII	FL							5,843.06	6,133.85	6,442.20	6,763.65	7,102.65	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1	09	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	09	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	09	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	09	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	09	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-LEVEL 1	11	A	VIII	FL							6,299.39	6,609.72	6,932.52	7,274.09	7,632.32	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 2	11	B	VIII	FL							6,384.43	6,694.75	7,017.56	7,359.12	7,717.35	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 3	11	C	VIII	FL							6,426.94	6,737.27	7,060.08	7,401.65	7,759.87	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 4	11	D	VIII	FL							6,449.62	6,759.94	7,082.74	7,424.33	7,782.55	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 ENGINEER/PARAMEDIC-LEVEL 5		11	E	VIII	FL															
FIRE ENGINEER/PMEDIC/HM		08		VIII	FL															
FIRE ENGINEER/PMEDIC/HM-LVL 1		08	A	VIII	FL															
FIRE ENGINEER/PMEDIC/HM-LVL 2		08	B	VIII	FL															
FIRE ENGINEER/PMEDIC/HM-LVL 3		08	C	VIII	FL															
FIRE ENGINEER/PMEDIC/HM-LVL 4		08	D	VIII	FL															
FIRE ENGINEER/PMEDIC/HM-LVL 5		08	E	VIII	FL															
FIRE ENGINEER-LEVEL 1		06	A	VIII	FL															
FIRE ENGINEER-LEVEL 2		06	B	VIII	FL															
FIRE ENGINEER-LEVEL 3		06	C	VIII	FL															
FIRE ENGINEER-LEVEL 4		06	D	VIII	FL															
FIRE ENGINEER-LEVEL 5		06	E	VIII	FL															
FIRE MARSHAL NON-SAFETY	E	51		VIII	M	7,485.85	9,357.31	11,228.77												EGLE
FIRE PREVENTION OFFICER I		01		VIII	FL															
FIRE PREVENTION OFFICER II		03		VIII	FL															
FIRE PREVENTION OFFICER III		10		VIII	FL															
FIRE PROTECTION ENGINEER	E	41		3	M	5,848.20	7,310.25	8,772.30												EGLE
FIREFIGHTER		02		VIII	FL															
FIREFIGHTER LEVEL 1		02	A	VIII	FL															
FIREFIGHTER LEVEL 2		02	B	VIII	FL															
FIREFIGHTER LEVEL 3		02	C	VIII	FL															
FIREFIGHTER LEVEL 4		02	D	VIII	FL															
FIREFIGHTER LEVEL 5		02	E	VIII	FL															
FIREFIGHTER/HAZ MAT		05		VIII	FL															
FIREFIGHTER/HAZ MAT-LVL 1		05	A	VIII	FL															
FIREFIGHTER/HAZ MAT-LVL 2		05	B	VIII	FL															
FIREFIGHTER/HAZ MAT-LVL 3		05	C	VIII	FL															
FIREFIGHTER/HAZ MAT-LVL 4		05	D	VIII	FL															
FIREFIGHTER/HAZ MAT-LVL 5		05	E	VIII	FL															
FIREFIGHTER/MEDIC/HAZMAT		04		VIII	FL															
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		04	A	VIII	FL															
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		04	B	VIII	FL															
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		04	C	VIII	FL															
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		04	D	VIII	FL															
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		04	E	VIII	FL															
FIREFIGHTER/PARAMEDIC		07		VIII	FL															
FIREFIGHTER/PARAMEDIC-LVL 1		07	A	VIII	FL															
FIREFIGHTER/PARAMEDIC-LVL 2		07	B	VIII	FL															
FIREFIGHTER/PARAMEDIC-LVL 3		07	C	VIII	FL															
FIREFIGHTER/PARAMEDIC-LVL 4		07	D	VIII	FL															
FIREFIGHTER/PARAMEDIC-LVL 5		07	E	VIII	FL															
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
HAZARDOUS MAT SPEC NON SAFETY		40	A	VIII	P	6,080.71	7,153.78	8,226.85												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*									
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 00			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 00			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	A	2	M	4,920.29	6,150.36	7,380.43									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 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	03		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	07	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	06		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 00			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	01		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		777.06										COUN
OFFICE ASSISTANT	07	C	5	FL							2,598.33	2,726.17	2,864.72	3,006.80	3,157.78	SEIU
OFFICE ASSISTANT-CONF	07		5	FL							2,598.33	2,726.17	2,864.72	3,006.80	3,157.78	MISC
OFFICE OF EMER SVCS COORD.	40	A	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	03	M	6	FL							2,346.66	2,464.97	2,585.09	2,712.37	2,848.58	SEIU
PARKS & OPEN SPACE WORKER II	07	M	6	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	SEIU
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

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**						
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	06	A	5	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	NPOA
POLICE ASSISTANT I-UNIFORMED	02	C	5	FL							2,346.66	2,464.97	2,585.09	2,712.37	2,848.58	NPOA
POLICE CAPTAIN	E 02		VII	M	8,765.70	10,957.13	13,148.56									PMGR
POLICE CAPTAIN-TIER 2	E 02		VII	M	8,765.70	10,957.13	11,965.19									PMGR
POLICE CHIEF	E 01			DH				10,774.13	13,467.67	14,814.44						DHPO
POLICE LIEUTENANT	E 01		VII	M	7,622.70	9,528.37	11,434.04									PMGR
POLICE LIEUTENANT-TIER 2	E 01		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	01		VII	FL							5,292.01	5,554.37	5,834.18	6,122.67	6,426.34	POA
POLICE OFFICER TRAINEE	05		V	FL							4,826.84					NPOA
POLICE RECORDS SPECIALIST	01		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	03		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	02	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
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

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 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 00			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	02	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	07	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	A	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	03		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
SENIOR TICKET SERVICES REP	01		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

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 WATER SYSTEM OPERATOR		26	M	6	FL												
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		01		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
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

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 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