

CITY OF MOUNTAIN VIEW  
RESOLUTION NO. 18766  
SERIES 2023

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

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

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

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

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

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

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

**NEW CLASSIFICATIONS**

**New Classifications for Salary Plan for Regular Employees:**

1. Sustainability Program Manager

**REMOVE ELIMINATED CLASSIFICATIONS**

**Eliminated Classifications for Salary Plan for Regular Employees:**

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

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The foregoing resolution was regularly introduced and adopted at a Regular Meeting of the City Council of the City of Mountain View, duly held on the 28th day of February 2023, by the following vote:

AYES: Councilmembers Abe-Koga, Kamei, Matichak, Ramirez, Ramos, Vice Mayor Showalter, and Mayor Hicks

NOES: None

ABSENT: None

ATTEST:

APPROVED:

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HEATHER GLASER  
CITY CLERK

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ALISON HICKS  
MAYOR

Pursuant to Mountain View Charter § 709(b), I do hereby certify that the foregoing is an original or a correct copy of the Resolution passed and adopted by the City Council of the City of Mountain View at a Regular Meeting held on the 28th day of February 2023, by the foregoing vote.

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City Clerk  
City of Mountain View

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

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

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

Resolution No. 18766  
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| Position                       | FL-<br>SA | Job<br>Grd | Job<br>Fam | Sal<br>Plan | BI-WEEKLY SALARY |           |           | Dept. Head Salary Range |           |           | 1st<br>Step | 2nd<br>Step | 3rd<br>Step | 4th<br>Step | 5th<br>Step | Barg.<br>Unit |
|--------------------------------|-----------|------------|------------|-------------|------------------|-----------|-----------|-------------------------|-----------|-----------|-------------|-------------|-------------|-------------|-------------|---------------|
|                                |           |            |            |             | Control Point    |           |           | Min                     | Std.      | Max**     |             |             |             |             |             |               |
|                                |           |            |            |             | Min              | Cntl. Pt. | Max*      |                         |           |           |             |             |             |             |             |               |
| ACCOUNT CLERK I                |           | 08 C       | 5          | FL          |                  |           |           |                         |           |           | 2,462.36    | 2,583.51    | 2,714.82    | 2,849.45    | 2,992.54    | SEIU          |
| ACCOUNT CLERK I - CONF         |           | 08         | 5          | FL          |                  |           |           |                         |           |           | 2,462.36    | 2,583.51    | 2,714.82    | 2,849.45    | 2,992.54    | MISC          |
| ACCOUNT CLERK II               |           | 12 C       | 5          | FL          |                  |           |           |                         |           |           | 2,714.82    | 2,851.14    | 2,995.86    | 3,145.65    | 3,302.20    | SEIU          |
| ACCOUNT CLERK II-CONF.         |           | 12         | 5          | FL          |                  |           |           |                         |           |           | 2,714.80    | 2,851.13    | 2,995.86    | 3,145.65    | 3,302.20    | MISC          |
| ACCOUNTANT I                   |           | 23 A       | 2          | P           | 3,683.31         | 4,333.30  | 4,983.30  |                         |           |           |             |             |             |             |             | EGLE          |
| ACCOUNTANT II                  |           | 27         | 2          | P           | 4,065.81         | 4,783.31  | 5,500.81  |                         |           |           |             |             |             |             |             | EGLE          |
| ACCOUNTING MANAGER             | E         | 40         | 2          | M           | 5,275.48         | 6,594.35  | 7,913.22  |                         |           |           |             |             |             |             |             | MISC          |
| ACCOUNTING TECHNICIAN          |           | 16 C       | 2          | FL          |                  |           |           |                         |           |           | 2,998.33    | 3,149.40    | 3,307.03    | 3,472.90    | 3,645.31    | SEIU          |
| ADMINISTRATIVE AIDE            |           | 19         | 2          | P           | 3,337.17         | 3,926.08  | 4,514.99  |                         |           |           |             |             |             |             |             | EGLE          |
| ADMINISTRATIVE ASSISTANT       |           | 11 C       | 5          | FL          |                  |           |           |                         |           |           | 2,648.60    | 2,781.60    | 2,922.79    | 3,068.93    | 3,221.66    | SEIU          |
| ADMINISTRATIVE ASSISTANT -CONF |           | 11         | 5          | FL          |                  |           |           |                         |           |           | 2,648.60    | 2,781.60    | 2,922.79    | 3,068.93    | 3,221.66    | MISC          |
| ADVANCED PLANNING MANAGER      | E         | 41         | 2          | M           | 5,406.99         | 6,758.74  | 8,110.49  |                         |           |           |             |             |             |             |             | EGLE          |
| ANALYST I                      |           | 23 A       | 2          | P           | 3,683.31         | 4,333.30  | 4,983.30  |                         |           |           |             |             |             |             |             | EGLE          |
| ANALYST I-CONF                 |           | 23         | 2          | P           | 3,683.31         | 4,333.30  | 4,983.30  |                         |           |           |             |             |             |             |             | MISC          |
| ANALYST II                     |           | 27         | 2          | P           | 4,065.81         | 4,783.31  | 5,500.81  |                         |           |           |             |             |             |             |             | EGLE          |
| ANALYST II-CONF                |           | 27         | 2          | P           | 4,065.81         | 4,783.31  | 5,500.81  |                         |           |           |             |             |             |             |             | MISC          |
| ASSISTANT BUILDING INSPECTOR   |           | 23         | 3          | FL          |                  |           |           |                         |           |           | 3,564.86    | 3,743.82    | 3,931.00    | 4,128.06    | 4,333.30    | SEIU          |
| ASSISTANT BUYER                |           | 20         | 2          | FL          |                  |           |           |                         |           |           | 3,309.53    | 3,475.35    | 3,649.37    | 3,831.60    | 4,023.66    | EGLE          |
| ASSISTANT CITY ATTORNEY        | E         | 47         | 2          | M           | 6,271.23         | 7,839.04  | 9,406.85  |                         |           |           |             |             |             |             |             | MISC          |
| ASSISTANT CITY CLERK           |           | 27         | 2          | P           | 4,065.81         | 4,783.31  | 5,500.81  |                         |           |           |             |             |             |             |             | EGLE          |
| ASSISTANT CITY MANAGER         | E         | 1          |            | DH          |                  |           |           | 8,745.20                | 10,931.50 | 12,024.65 |             |             |             |             |             | ESMS          |
| ASSISTANT COMM. SVCS. DIRECTOR | E         | 46         | 3          | M           | 6,117.42         | 7,646.77  | 9,176.12  |                         |           |           |             |             |             |             |             | EGLE          |
| ASSISTANT ENGINEER (CIVIL)     |           | 32         | 3          | P           | 4,599.22         | 5,410.85  | 6,222.48  |                         |           |           |             |             |             |             |             | EGLE          |
| ASSISTANT IT DIRECTOR          | E         | 46         | 2          | M           | 6,117.42         | 7,646.77  | 9,176.12  |                         |           |           |             |             |             |             |             | EGLE          |
| ASSISTANT LIBRARY DIRECTOR     |           | 46         | 4          | M           | 6,117.42         | 7,646.77  | 9,176.12  |                         |           |           |             |             |             |             |             | EGLE          |
| ASSISTANT PLANNER              |           | 25         | 2          | P           | 3,869.44         | 4,552.28  | 5,235.12  |                         |           |           |             |             |             |             |             | EGLE          |
| ASSISTANT PROJECT MANAGER      | E         | 32         | 2          | M           | 4,328.68         | 5,410.85  | 6,493.02  |                         |           |           |             |             |             |             |             | EGLE          |
| ASSISTANT PUBLIC WORKS DIR.    | E         | 51         | 3          | M           | 6,921.09         | 8,651.36  | 10,381.63 |                         |           |           |             |             |             |             |             | EGLE          |
| ASSISTANT TO THE CITY MANAGER  | E         | 26 A       | II         | M           | 5,154.64         | 6,443.30  | 7,731.96  |                         |           |           |             |             |             |             |             | MISC          |
| ASSOCIATE ENGINEER (CIVIL)     |           | 36         | 3          | P           | 5,077.84         | 5,973.93  | 6,870.02  |                         |           |           |             |             |             |             |             | EGLE          |
| ASSOCIATE PLANNER              |           | 29         | 2          | P           | 4,271.34         | 5,025.10  | 5,778.87  |                         |           |           |             |             |             |             |             | EGLE          |
| ASST COMMUNITY DEVELOPMENT DIR | E         | 46         | 2          | M           | 6,117.42         | 7,646.77  | 9,176.12  |                         |           |           |             |             |             |             |             | EGLE          |
| ASST FINANCE & ADM SVCS DIR    | E         | 48         | 2          | M           | 6,427.57         | 8,034.46  | 9,641.35  |                         |           |           |             |             |             |             |             | MISC          |
| BATTALION CHIEF                | E         | 4          | VIII       | M           | 7,396.22         | 9,245.28  | 11,094.34 |                         |           |           |             |             |             |             |             | FMGR          |
| BATTALION CHIEF-TIER 2         | E         | 4          | VIII       | M           | 7,396.22         | 9,245.28  | 10,317.73 |                         |           |           |             |             |             |             |             | FMGR          |
| BUILDING INSPECTOR I           |           | 25         | 3          | FL          |                  |           |           |                         |           |           | 3,745.48    | 3,932.67    | 4,129.68    | 4,336.58    | 4,553.32    | SEIU          |
| BUILDING INSPECTOR II          |           | 29         | 3          | FL          |                  |           |           |                         |           |           | 4,134.63    | 4,341.55    | 4,558.24    | 4,786.51    | 5,024.60    | SEIU          |



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| Position                       | FL-<br>SA | Job<br>Grd | Job<br>Fam | Sal<br>Plan | BI-WEEKLY SALARY |           |           | Dept. Head Salary Range |           |           | 1st<br>Step | 2nd<br>Step | 3rd<br>Step | 4th<br>Step | 5th<br>Step | Barg.<br>Unit |
|--------------------------------|-----------|------------|------------|-------------|------------------|-----------|-----------|-------------------------|-----------|-----------|-------------|-------------|-------------|-------------|-------------|---------------|
|                                |           |            |            |             | Control Point    |           |           | Min                     | Std.      | Max**     |             |             |             |             |             |               |
|                                |           |            |            |             | Min              | Cntl. Pt. | Max*      |                         |           |           |             |             |             |             |             |               |
| BUSINESS DEVELPMNT SPECIALIST  | E         | 33         | 2          | M           | 4,437.70         | 5,547.12  | 6,656.54  |                         |           |           |             |             |             |             |             | EGLE          |
| BUYER                          |           | 24         | 2          | FL          |                  |           |           |                         |           |           | 3,653.35    | 3,836.02    | 4,027.80    | 4,229.19    | 4,440.64    | EGLE          |
| CHIEF BLDG OFFICIAL            | E         | 44         | 3          | M           | 5,822.10         | 7,277.62  | 8,733.14  |                         |           |           |             |             |             |             |             | EGLE          |
| CHIEF COMMUNICATIONS OFFICER   | E         | 46         | 2          | M           | 6,118.85         | 7,648.56  | 9,178.27  |                         |           |           |             |             |             |             |             | MISC          |
| CHIEF SUSTAIN & RSLNCE OFFICER | E         | 46         | 2          | M           | 6,117.42         | 7,646.77  | 9,176.12  |                         |           |           |             |             |             |             |             | EGLE          |
| CIO/INFORMATION TECHNOLOGY DIR | E         | 0          |            | DH          |                  |           |           | 8,248.67                | 10,310.84 | 11,341.92 |             |             |             |             |             | ESMS          |
| CITY ATTORNEY                  | E         | 0          |            | DH          |                  | 11,832.69 |           |                         |           |           |             |             |             |             |             | CA            |
| CITY CLERK                     | E         | 0          |            | DH          |                  | 7,487.29  |           |                         |           |           |             |             |             |             |             | CC            |
| CITY MANAGER                   | E         | 0          |            | DH          |                  | 14,336.91 |           |                         |           |           |             |             |             |             |             | CM            |
| CODE ENFORCEMENT OFFICER I     |           | 23         | 3          | FL          |                  |           |           |                         |           |           | 3,564.86    | 3,743.82    | 3,931.00    | 4,128.06    | 4,333.30    | SEIU          |
| CODE ENFORCEMENT OFFICER II    |           | 27         | 3          | FL          |                  |           |           |                         |           |           | 3,935.96    | 4,131.33    | 4,338.26    | 4,554.96    | 4,783.22    | SEIU          |
| COMMUNICATION COORDINATOR      |           | 31         | 2          | P           | 4,488.64         | 5,280.75  | 6,072.86  |                         |           |           |             |             |             |             |             | EGLE          |
| COMMUNITY OUTREACH COORD       |           | 16         | 4          | P           | 3,097.77         | 3,644.44  | 4,191.11  |                         |           |           |             |             |             |             |             | EGLE          |
| COMMUNITY SERVICES DIRECTOR    | E         | 0          |            | DH          |                  |           |           | 8,248.67                | 10,310.84 | 11,341.92 |             |             |             |             |             | ESMS          |
| COMMUNITY SERVICES OFFICER     |           | 2          | V          | FL          |                  |           |           |                         |           |           | 3,269.13    | 3,433.80    | 3,603.83    | 3,781.16    | 3,967.52    | NPOA          |
| COPY CENTER TECHNICIAN         |           | 10         | 5          | FL          |                  |           |           |                         |           |           | 2,585.57    | 2,715.28    | 2,851.54    | 2,992.71    | 3,143.76    | EGLE          |
| CRIME ANALYST                  |           | 27         | 2          | P           | 4,065.81         | 4,783.31  | 5,500.81  |                         |           |           |             |             |             |             |             | EGLE          |
| COUNCILMEMBER                  |           |            |            | COUNCIL     |                  | 577.49    |           |                         |           |           |             |             |             |             |             | COUN          |
| CROSS CONNECTION CONTROL SPEC  |           | 19         | M 6        | FL          |                  |           |           |                         |           |           | 3,210.15    | 3,371.08    | 3,540.21    | 3,717.57    | 3,903.05    | SEIU          |
| CUSTOMER SVC. REPRESENTATIVE   |           | 5          | C 5        | FL          |                  |           |           |                         |           |           | 2,284.05    | 2,397.35    | 2,517.23    | 2,643.66    | 2,775.03    | SEIU          |
| DEP PUB WRKS DIR/AST CTY ENG   | E         | 48         | 3          | M           | 6,433.27         | 8,041.59  | 9,649.91  |                         |           |           |             |             |             |             |             | EGLE          |
| DEPUTY BUILDING OFFICIAL       | E         | 36         | 2          | M           | 4,779.14         | 5,973.93  | 7,168.72  |                         |           |           |             |             |             |             |             | EGLE          |
| DEPUTY CITY ATTORNEY           | E         | 37         | 2          | M           | 4,898.50         | 6,123.12  | 7,347.74  |                         |           |           |             |             |             |             |             | MISC          |
| DEPUTY CITY CLERK              |           | 22         | 2          | P           | 3,593.15         | 4,227.23  | 4,861.31  |                         |           |           |             |             |             |             |             | EGLE          |
| DEPUTY CITY MANAGER            | E         | 42         | 2          | M           | 5,543.49         | 6,929.36  | 8,315.23  |                         |           |           |             |             |             |             |             | MISC          |
| DEPUTY FIRE CHIEF              | E         | 7          | VIII       | M           | 7,960.19         | 9,950.24  | 11,940.29 |                         |           |           |             |             |             |             |             | FMGR          |
| DEPUTY FIRE MARSHAL            |           | 13         | VIII       | FL          |                  |           |           |                         |           |           | 5,955.26    | 6,253.70    | 6,566.18    | 6,894.70    | 7,239.25    | MVFF          |
| DEPUTY FIRE MARSHAL-LVL 1      |           | 13         | A VIII     | FL          |                  |           |           |                         |           |           | 6,046.11    | 6,344.54    | 6,657.02    | 6,985.54    | 7,330.09    | MVFF          |
| DEPUTY FIRE MARSHAL-LVL 2      |           | 13         | B VIII     | FL          |                  |           |           |                         |           |           | 6,123.98    | 6,422.41    | 6,734.89    | 7,063.41    | 7,407.96    | MVFF          |
| DEPUTY FIRE MARSHAL-LVL 3      |           | 13         | C VIII     | FL          |                  |           |           |                         |           |           | 6,162.91    | 6,461.35    | 6,773.83    | 7,102.35    | 7,446.90    | MVFF          |
| DEPUTY FIRE MARSHAL-LVL 4      |           | 13         | D VIII     | FL          |                  |           |           |                         |           |           | 6,183.68    | 6,482.11    | 6,794.60    | 7,123.12    | 7,467.66    | MVFF          |
| DEPUTY FIRE MARSHAL-LVL 5      |           | 13         | E VIII     | FL          |                  |           |           |                         |           |           | 6,266.73    | 6,565.17    | 6,877.65    | 7,206.16    | 7,550.72    | MVFF          |
| DEPUTY ZONING ADMINISTRATOR    | E         | 36         | 2          | M           | 4,779.14         | 5,973.93  | 7,168.72  |                         |           |           |             |             |             |             |             | EGLE          |
| DEV SRVCS COORD                |           | 33         | C 3        | P           | 4,710.58         | 5,541.86  | 6,373.14  |                         |           |           |             |             |             |             |             | SEIU          |
| DIGITAL ENGAGMNT MRKTNG STRTGS | E         | 34         | 2          | M           | 4,549.09         | 5,686.36  | 6,823.63  |                         |           |           |             |             |             |             |             | MISC          |
| DOCUMENT PROC. TECHNICIAN I    |           | 10         | 5          | FL          |                  |           |           |                         |           |           | 2,585.57    | 2,715.28    | 2,851.54    | 2,992.71    | 3,143.76    | EGLE          |
| DOCUMENT PROC. TECHNICIAN II   |           | 14         | 5          | FL          |                  |           |           |                         |           |           | 2,853.14    | 2,996.03    | 3,147.02    | 3,302.97    | 3,468.81    | EGLE          |

City of Mountain View  
Salary Plan and Position Listing

Effective March 5, 2023

Fiscal Year 2022-23

Revision No. 2

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



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

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



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



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

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



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

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Revision No. 2

Resolution No. 18766  
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| Position                      | FL-<br>SA | Job<br>Grd | Job<br>Fam | Sal<br>Plan | BI-WEEKLY SALARY |           |          | Dept. Head Salary Range |      |          | 1st<br>Step | 2nd<br>Step | 3rd<br>Step | 4th<br>Step | 5th<br>Step | Barg.<br>Unit |
|-------------------------------|-----------|------------|------------|-------------|------------------|-----------|----------|-------------------------|------|----------|-------------|-------------|-------------|-------------|-------------|---------------|
|                               |           |            |            |             | Control Point    |           |          | Min                     | Std. | Max**    |             |             |             |             |             |               |
|                               |           |            |            |             | Min              | Cntl. Pt. | Max*     |                         |      |          |             |             |             |             |             |               |
| WASTEWATER UTILITY WORKER I   |           | 13         | M 6        | FL          |                  |           |          |                         |      | 2,768.68 | 2,906.70    | 3,053.13    | 3,204.58    | 3,366.16    | SEIU        |               |
| WASTEWATER UTILITY WORKER II  |           | 17         | M 6        | FL          |                  |           |          |                         |      | 3,055.84 | 3,208.53    | 3,369.43    | 3,538.57    | 3,714.28    | SEIU        |               |
| WASTEWATER UTILITY WORKER III |           | 21         | M 6        | FL          |                  |           |          |                         |      | 3,372.87 | 3,541.19    | 3,719.60    | 3,904.74    | 4,099.98    | SEIU        |               |
| WATER OPERATIONS SPECIALIST   |           | 27         | M 6        | FL          |                  |           |          |                         |      | 3,911.46 | 4,108.38    | 4,313.74    | 4,529.13    | 4,754.71    | SEIU        |               |
| WATER QUALITY TECHNICIAN      |           | 26         | M 6        | FL          |                  |           |          |                         |      | 3,816.06 | 4,008.18    | 4,208.53    | 4,418.66    | 4,638.74    | SEIU        |               |
| WATER RESOURCE MANAGER        | E         | 34         | 2          | M           | 4,548.03         | 5,685.04  | 6,822.05 |                         |      |          |             |             |             |             | EGLE        |               |
| WATER RESOURCES TECHNICIAN    |           | 19         | M 6        | FL          |                  |           |          |                         |      | 3,210.15 | 3,371.08    | 3,540.21    | 3,717.57    | 3,903.05    | SEIU        |               |
| WATER SUPERINTENDENT          | E         | 22         | A III      | M           | 4,733.06         | 5,916.33  | 7,099.60 |                         |      |          |             |             |             |             | EGLE        |               |
| WATER SUPERVISOR              |           | 20         | A III      | P           | 4,509.68         | 5,305.50  | 6,101.33 |                         |      |          |             |             |             |             | EGLE        |               |
| WATER SYSTEM OPERATOR         |           | 22         | M 6        | FL          |                  |           |          |                         |      | 3,458.09 | 3,630.54    | 3,812.76    | 4,003.26    | 4,203.59    | SEIU        |               |
| WATER UTILITY WORKER I        |           | 13         | M 6        | FL          |                  |           |          |                         |      | 2,768.68 | 2,906.70    | 3,053.13    | 3,204.58    | 3,366.16    | SEIU        |               |
| WATER UTILITY WORKER II       |           | 17         | M 6        | FL          |                  |           |          |                         |      | 3,055.84 | 3,208.53    | 3,369.43    | 3,538.57    | 3,714.28    | SEIU        |               |
| WATER UTILITY WORKER III      |           | 21         | M 6        | FL          |                  |           |          |                         |      | 3,372.87 | 3,541.19    | 3,719.60    | 3,904.74    | 4,099.98    | SEIU        |               |
| WEBSITE COORDINATOR           |           | 31         | 2          | P           | 4,488.64         | 5,280.75  | 6,072.86 |                         |      |          |             |             |             |             | MISC        |               |
| WILDLIFE PRESERVATION COORD   |           | 16         | 4          | P           | 3,097.77         | 3,644.44  | 4,191.11 |                         |      |          |             |             |             |             | EGLE        |               |

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

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

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

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

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