

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2020

A RESOLUTION APPROVING SALARY PLAN DOCUMENTS
FROM FISCAL YEAR 2016-17 THROUGH FISCAL YEAR 2020-21 TO COMPLY
WITH THE PUBLIC EMPLOYEES' RETIREMENT LAW

WHEREAS, the City of Mountain View is a contracting agency under the California Public Employees' Retirement System (CalPERS) and is subject to the Public Employees' Retirement Law (PERL); and

WHEREAS, the City's salary plan documents approved by City Council do not include the title and salary for Councilmembers and the Mayor; and

WHEREAS, CalPERS is requiring the City to present the amended pay schedules at a public meeting for approval and adoption; and

WHEREAS, CalPERS is requiring the City Council's formal approval of all salary plans that became effective in Fiscal Year 2016-17 through Fiscal Year 2020-21, attached hereto and incorporated within as Exhibits A through E; and

WHEREAS, staff will include the position of Councilmember and Mayor as part of the resolution for all future compensation adjustments; and

WHEREAS, Fiscal Year 2020-21 salary plan inadvertently omitted the recently reclassified Emergency Communications Manager position; and

WHEREAS, the amended Fiscal Year 2020-21 salary plan will now include the Emergency Communications Manager position title and salary in order to come into full compliance;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Mountain View approves the salary plan documents listed as Exhibits A through E.

KED-SCR/6/RESO
033-10-13-20r

- Exhibits: A. Fiscal Year 2020-21 Salary Plan and Position Listing
B. Fiscal Year 2019-20 Salary Plan and Position Listing
C. Fiscal Year 2018-19 Salary Plan and Position Listing
D. Fiscal Year 2017-18 Salary Plan and Position Listing
E. Fiscal Year 2016-17 Salary Plan and Position Listing

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2020-21
 Revision No. 2

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit	
					Control Point			Min	Std.	Max**							
					Min	Cntl. Pt.	Max*	Min	Std.	Max**							
ACCOUNT CLERK I		7	C	5	FL							2,221.26	2,330.56	2,449.01	2,570.46	2,699.53	SEIU
ACCOUNT CLERK I - CONF		7		5	FL							2,221.26	2,330.56	2,449.01	2,570.46	2,699.53	MISC
ACCOUNT CLERK II		11	C	5	FL							2,449.01	2,571.98	2,702.53	2,837.66	2,978.88	SEIU
ACCOUNT CLERK II-CONF.		11		5	FL							2,449.01	2,571.98	2,702.53	2,837.66	2,978.88	MISC
ACCOUNTANT I		23	A	2	P	3,405.74	4,006.75	4,607.76									EGLE
ACCOUNTANT II		27		2	P	3,759.41	4,422.84	5,086.27									EGLE
ACCOUNTING MANAGER	E	39		2	M	4,758.90	5,948.63	7,138.36									MISC
ACCOUNTING TECHNICIAN		15	C	2	FL							2,705.58	2,842.22	2,983.44	3,132.24	3,288.60	SEIU
ADMINISTRATIVE AIDE		19		2	P	3,085.68	3,630.21	4,174.74									EGLE
ADMINISTRATIVE ANALYST I - CONF		23		2	P	3,405.74	4,006.75	4,607.76									MISC
ADMINISTRATIVE ANALYST II - CONF		27		2	P	3,759.41	4,422.84	5,086.27									MISC
ADVANCED PLANNING MANAGER	E	40		2	M	4,876.80	6,096.00	7,315.20									EGLE
ANALYST I		23	A	2	P	3,405.74	4,006.75	4,607.76									EGLE
ANALYST II		27		2	P	3,759.41	4,422.84	5,086.27									EGLE
ASSISTANT BUILDING INSPECTOR		23		3	FL							3,296.21	3,461.69	3,634.77	3,816.98	4,006.75	SEIU
ASSISTANT BUYER		20		2	FL							3,060.13	3,213.46	3,374.36	3,542.85	3,720.45	EGLE
ASSISTANT CDD/PLANNING MGR	E	46		2	M	5,656.42	7,070.52	8,484.62									EGLE
ASSISTANT CITY ATTORNEY	E	46		2	M	5,657.74	7,072.17	8,486.60									MISC
ASSISTANT CITY MANAGER	E	1			DH				6,659.51	9,718.96	10,690.86						ESMS
ASSISTANT COMM OPS SUPER		33		2	P	4,401.80	5,178.59	5,955.38									NPOA
ASSISTANT COMM. SVCS. DIRECTOR	E	46		3	M	5,656.42	7,070.52	8,484.62									EGLE
ASSISTANT ENGINEER (CIVIL)		30		3	P	4,047.49	4,761.75	5,476.01									EGLE
ASSISTANT PLANNER		24		2	P	3,490.10	4,106.00	4,721.90									EGLE
ASSISTANT PROJECT MANAGER	E	30		2	M	3,809.40	4,761.75	5,714.10									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49		3	M	6,091.16	7,613.95	9,136.74									EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A	II	M	4,766.20	5,957.75	7,149.30									MISC
ASSOCIATE ENGINEER (CIVIL)		34		3	P	4,468.13	5,256.62	6,045.11									EGLE
ASSOCIATE PLANNER		28		2	P	3,852.67	4,532.55	5,212.43									EGLE
ASST FINANCE & ADM SVCS DIR	E	47		2	M	5,798.64	7,248.30	8,697.96									MISC
BATTALION CHIEF	E	4		VIII	M	6,672.06	8,340.07	10,008.08									FMGR
BATTALION CHIEF-TIER 2	E	4		VIII	M	6,672.06	8,340.07	9,307.52									FMGR
BUILDING INSPECTOR I		25		3	FL							3,463.22	3,636.31	3,818.48	4,009.79	4,210.19	SEIU
BUILDING INSPECTOR II		29		3	FL							3,823.05	4,014.38	4,214.74	4,425.81	4,645.95	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33		2	M	4,103.28	5,129.10	6,154.92									EGLE
BUYER		24		2	FL							3,378.04	3,546.94	3,724.27	3,910.49	4,106.00	EGLE
CHIEF BLDG OFFICIAL	E	43		3	M	5,252.05	6,565.06	7,878.07									EGLE
CHIEF COMMUNICATIONS OFFICER	E	42		2	M	5,125.74	6,407.17	7,688.60									MISC
CHIEF SUSTAIN & RESILIENCY OFFICER	E	39		2	M	4,757.81	5,947.26	7,136.71									EGLE
CIO/INFORMATION TECHNOLOGY DIR	E	0			DH				6,342.38	9,256.15	10,181.77						ESMS
CITY ATTORNEY	E	0			DH		9,705.77										CA
CITY CLERK	E	0			DH		6,118.20										CC
CITY MANAGER	E	0			DH		12,161.93										CM
CODE ENFORCEMENT OFFICER I		23		3	FL							3,296.21	3,461.69	3,634.77	3,816.98	4,006.75	SEIU
CODE ENFORCEMENT OFFICER II		27		3	FL							3,639.35	3,820.00	4,011.34	4,211.71	4,422.77	SEIU
COMMUNICATION COORDINATOR		31		2	P	4,150.39	4,882.81	5,615.23									EGLE

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2020-21
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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
COMMUNITY OUTREACH COORD		16	4	P	2,864.34	3,369.81	3,875.28									EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				6,342.38	9,256.15	10,181.77						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							3,022.78	3,175.04	3,332.25	3,496.21	3,668.53	NPOA
COPY CENTER TECHNICIAN		10	5	FL							2,390.73	2,510.66	2,636.65	2,767.18	2,906.85	EGLE
COUNCILMEMBER				Council		533.97										MI-CC
CRIME ANALYST		27	2	P	3,759.41	4,422.84	5,086.27									EGLE
CROSS CONNECTION CONTROL SPEC		18	M	6	FL						2,896.85	3,041.14	3,192.97	3,352.36	3,520.92	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	C	5	FL						2,111.93	2,216.69	2,327.53	2,444.44	2,565.91	SEIU
DEP PUB WRKS DIR/ AST CTY ENG	E	46	3	M	5,656.42	7,070.52	8,484.62									EGLE
DEPUTY BUILDING OFFICIAL	E	35	2	M	4,310.65	5,388.31	6,465.97									EGLE
DEPUTY CITY ATTORNEY	E	36	2	M	4,420.02	5,525.02	6,630.02									MISC
DEPUTY CITY CLERK		22	2	P	3,322.37	3,908.67	4,494.97									EGLE
DEPUTY CITY MANAGER	E	42	2	M	5,125.74	6,407.17	7,688.60									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	7,005.66	8,757.08	10,508.50									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							5,506.49	5,782.43	6,071.36	6,375.13	6,693.71	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A	VIII	FL						5,590.49	5,866.43	6,155.36	6,459.13	6,777.71	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B	VIII	FL						5,662.49	5,938.43	6,227.36	6,531.13	6,849.71	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C	VIII	FL						5,698.49	5,974.44	6,263.37	6,567.13	6,885.72	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D	VIII	FL						5,717.69	5,993.63	6,282.57	6,586.33	6,904.91	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E	VIII	FL						5,794.48	6,070.43	6,359.36	6,663.12	6,981.71	MVFF
DEPUTY POLICE CHIEF	E	2	VII	M	7,422.28	9,277.85	11,133.42									PMGR
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	4,310.65	5,388.31	6,465.97									EGLE
DEV SRVCS COORD		33	C	3	P	4,355.60	5,124.23	5,892.86								SEIU
DIGITAL ENGAGE. & MARKET. STRATEGIST	E	34	2	M	4,206.27	5,257.84	6,309.41									MISC
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2,390.73	2,510.66	2,636.65	2,767.18	2,906.85	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2,638.14	2,770.25	2,909.86	3,054.07	3,207.41	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							2,912.89	3,058.64	3,211.97	3,372.84	3,541.35	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3,323.17	3,909.61	4,496.05									MISC
ECONOMIC DEVELOPMENT MANAGER	E	43	2	M	5,252.05	6,565.06	7,878.07									EGLE
EMERGENCY COMMUNICATIONS MGR	E	39	2	M	4,757.81	5,947.26	7,136.71									EGLE
ENGINEERING ASSISTANT I		16	3	FL							2,769.35	2,907.53	3,053.25	3,206.61	3,366.03	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						3,057.82	3,211.18	3,372.11	3,540.62	3,716.77	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						3,379.71	3,548.24	3,725.88	3,912.63	4,106.97	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3,626.42	4,266.38	4,906.34									SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	4,355.60	5,124.23	5,892.86								SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	31	2	M	3,906.25	4,882.81	5,859.37									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE
EQUIPMENT MECHANIC I		16	M	6	FL						2,757.20	2,895.39	3,039.60	3,191.42	3,350.84	SEIU
EQUIPMENT MECHANIC II		20	M	6	FL						3,042.64	3,194.46	3,355.42	3,522.41	3,698.55	SEIU
EQUIPMENT MECHANIC III		24	M	6	FL						3,358.45	3,526.98	3,703.10	3,888.35	4,082.67	SEIU
EQUIPMENT SERVICE WORKER		10	M	6	FL						2,377.63	2,496.06	2,620.58	2,752.65	2,889.28	SEIU
EXECUTIVE ASSISTANT		18	C	2	P	3,010.85	3,542.18	4,073.51								SEIU
EXECUTIVE ASSISTANT - EAGLE		18	A	2	P	3,010.15	3,541.35	4,072.55								EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	3,323.17	3,909.61	4,496.05									MISC
EXECUTIVE ASST. TO THE CM		22	2	P	3,323.17	3,909.61	4,496.05									MISC

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FACILITIES CONTRACT COORDINATR		26	2	P	3,666.87	4,313.97	4,961.07									EGLE
FACILITIES MAINT. SUPERVISOR		19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE
FACILITIES MAINTENANCE I		12	M	6	FL						2,497.59	2,622.10	2,754.19	2,890.82	3,036.58	SEIU
FACILITIES MAINTENANCE II		16	M	6	FL						2,757.20	2,895.39	3,039.60	3,191.42	3,350.84	SEIU
FACILITIES MAINTENANCE III		20	M	6	FL						3,042.64	3,194.46	3,355.42	3,522.41	3,698.55	SEIU
FACILITIES PROJECT MANAGER	E	34	2	M		4,205.30	5,256.62	6,307.94								EGLE
FINANCE AND ADMIN SVCS DIR	E	0		DH					6,342.38	9,256.15	10,181.77					ESMS
FINANCIAL ANALYST I - CONF		23	2	P		3,405.74	4,006.75	4,607.76								MISC
FINANCIAL ANALYST II - CONF		27	2	P		3,759.41	4,422.84	5,086.27								MISC
FIRE CAPTAIN		12		VIII	FL						5,497.19	5,773.19	6,060.26	6,364.02	6,682.58	MVFF
FIRE CAPTAIN/HAZ MAT		15		VIII	FL						5,772.03	6,061.84	6,363.23	6,682.19	7,016.67	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15	A	VIII	FL						5,856.03	6,145.84	6,447.23	6,766.19	7,100.67	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15	B	VIII	FL						5,928.03	6,217.84	6,519.23	6,838.19	7,172.67	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15	C	VIII	FL						5,964.04	6,253.84	6,555.23	6,874.19	7,208.68	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15	D	VIII	FL						5,983.23	6,273.04	6,574.43	6,893.39	7,227.88	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15	E	VIII	FL						6,060.03	6,349.83	6,651.23	6,970.18	7,304.67	MVFF
FIRE CAPTAIN-LEVEL 1		12	A	VIII	FL						5,581.19	5,857.19	6,144.26	6,448.02	6,766.58	MVFF
FIRE CAPTAIN-LEVEL 2		12	B	VIII	FL						5,653.19	5,929.19	6,216.26	6,520.02	6,838.58	MVFF
FIRE CAPTAIN-LEVEL 3		12	C	VIII	FL						5,689.20	5,965.19	6,252.26	6,556.02	6,874.59	MVFF
FIRE CAPTAIN-LEVEL 4		12	D	VIII	FL						5,708.39	5,984.39	6,271.46	6,575.22	6,893.79	MVFF
FIRE CAPTAIN-LEVEL 5		12	E	VIII	FL						5,785.19	6,061.18	6,348.25	6,652.02	6,970.58	MVFF
FIRE CHIEF	E	1		DH					7,266.06	10,603.23	11,663.55					DHFI
FIRE ENGINEER		6		VIII	FL						4,711.96	4,946.52	5,195.12	5,454.37	5,727.75	MVFF
FIRE ENGINEER/HAZ MAT		9		VIII	FL						4,947.56	5,193.79	5,454.87	5,727.07	6,014.11	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9	A	VIII	FL						5,031.56	5,277.79	5,538.87	5,811.07	6,098.11	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2		9	B	VIII	FL						5,103.56	5,349.79	5,610.87	5,883.07	6,170.11	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3		9	C	VIII	FL						5,139.57	5,385.80	5,646.88	5,919.08	6,206.12	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4		9	D	VIII	FL						5,158.76	5,404.99	5,666.08	5,938.28	6,225.32	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5		9	E	VIII	FL						5,235.56	5,481.79	5,742.87	6,015.07	6,302.11	MVFF
FIRE ENGINEER/PARAMEDIC		11		VIII	FL						5,230.42	5,493.18	5,766.51	6,055.73	6,359.06	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 1		11	A	VIII	FL						5,314.42	5,577.18	5,850.51	6,139.73	6,443.06	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 2		11	B	VIII	FL						5,386.42	5,649.18	5,922.51	6,211.73	6,515.06	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 3		11	C	VIII	FL						5,422.42	5,685.18	5,958.51	6,247.74	6,551.06	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 4		11	D	VIII	FL						5,441.62	5,704.38	5,977.71	6,266.94	6,570.26	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 5		11	E	VIII	FL						5,518.42	5,781.17	6,054.51	6,343.73	6,647.06	MVFF
FIRE ENGINEER/PMEDIC/HM		8		VIII	FL						5,493.20	5,767.86	6,056.25	6,359.06	6,677.02	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		8	A	VIII	FL						5,577.20	5,851.86	6,140.25	6,443.06	6,761.02	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2		8	B	VIII	FL						5,649.20	5,923.86	6,212.25	6,515.06	6,833.02	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3		8	C	VIII	FL						5,685.20	5,959.87	6,248.26	6,551.06	6,869.02	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		8	D	VIII	FL						5,704.40	5,979.06	6,267.46	6,570.26	6,888.22	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		8	E	VIII	FL						5,781.19	6,055.86	6,344.25	6,647.06	6,965.02	MVFF
FIRE ENGINEER-LEVEL 1		6	A	VIII	FL						4,795.96	5,030.52	5,279.12	5,538.37	5,811.75	MVFF
FIRE ENGINEER-LEVEL 2		6	B	VIII	FL						4,867.96	5,102.52	5,351.12	5,610.37	5,883.75	MVFF
FIRE ENGINEER-LEVEL 3		6	C	VIII	FL						4,903.96	5,138.53	5,387.13	5,646.38	5,919.75	MVFF
FIRE ENGINEER-LEVEL 4		6	D	VIII	FL						4,923.16	5,157.72	5,406.33	5,665.58	5,938.95	MVFF

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FIRE ENGINEER-LEVEL 5		6	E VIII	FL							4,999.96	5,234.52	5,483.12	5,742.37	6,015.74	MVFF
FIRE MARSHAL NON-SAFETY	E	51	VIII	M	6,399.53	7,999.41	9,599.29									EGLE
FIRE PREVENTION OFFICER I		1	VIII	FL							4,174.11	4,383.95	4,602.64	4,831.90	5,073.48	MVFF
FIRE PREVENTION OFFICER II		3	VIII	FL							4,380.46	4,599.10	4,830.13	5,069.95	5,323.86	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL							5,092.86	5,346.83	5,614.89	5,895.24	6,189.76	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	4,999.54	6,249.42	7,499.30									EGLE
FIREFIGHTER		2	VIII	FL							4,294.01	4,509.16	4,734.88	4,971.20	5,219.85	MVFF
FIREFIGHTER LEVEL 1		2	A VIII	FL							4,378.02	4,593.16	4,818.88	5,055.20	5,303.85	MVFF
FIREFIGHTER LEVEL 2		2	B VIII	FL							4,450.01	4,665.16	4,890.88	5,127.20	5,375.85	MVFF
FIREFIGHTER LEVEL 3		2	C VIII	FL							4,486.02	4,701.16	4,926.89	5,163.20	5,411.86	MVFF
FIREFIGHTER LEVEL 4		2	D VIII	FL							4,505.22	4,720.36	4,946.08	5,182.40	5,431.06	MVFF
FIREFIGHTER LEVEL 5		2	E VIII	FL							4,582.01	4,797.16	5,022.88	5,259.20	5,507.85	MVFF
FIREFIGHTER/HAZ MAT		5	VIII	FL							4,508.73	4,734.60	4,971.63	5,219.72	5,480.84	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5	A VIII	FL							4,592.73	4,818.60	5,055.63	5,303.72	5,564.84	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5	B VIII	FL							4,664.73	4,890.60	5,127.63	5,375.72	5,636.84	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5	C VIII	FL							4,700.74	4,926.60	5,163.63	5,411.72	5,672.85	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5	D VIII	FL							4,719.94	4,945.80	5,182.83	5,430.92	5,692.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5	E VIII	FL							4,796.73	5,022.60	5,259.62	5,507.72	5,768.84	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL							5,003.09	5,253.07	5,515.98	5,791.94	6,080.80	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4	A VIII	FL							5,087.09	5,337.07	5,599.98	5,875.94	6,164.80	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4	B VIII	FL							5,159.09	5,409.07	5,671.98	5,947.94	6,236.80	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4	C VIII	FL							5,195.09	5,445.08	5,707.99	5,983.94	6,272.80	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4	D VIII	FL							5,214.29	5,464.27	5,727.19	6,003.14	6,292.00	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4	E VIII	FL							5,291.08	5,541.07	5,803.98	6,079.93	6,368.79	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL							4,764.88	5,002.94	5,253.34	5,516.13	5,791.23	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7	A VIII	FL							4,848.89	5,086.94	5,337.34	5,600.13	5,875.23	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7	B VIII	FL							4,920.88	5,158.94	5,409.34	5,672.13	5,947.23	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7	C VIII	FL							4,956.89	5,194.95	5,445.35	5,708.13	5,983.23	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7	D VIII	FL							4,976.09	5,214.14	5,464.54	5,727.33	6,002.43	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7	E VIII	FL							5,052.88	5,290.94	5,541.34	5,804.13	6,079.23	MVFF
FLEET AND FACILITIES MANAGER	E	25	B III	M	4,760.22	5,950.28	7,140.34									EGLE
FORESTRY & ROADWAY MANAGER	E	38	2	M	4,642.46	5,803.07	6,963.68									EGLE
FORESTRY COORDINATOR		16	2	P	2,864.34	3,369.81	3,875.28									EGLE
HAZARDOUS MAT SPEC NON SAFETY		40	A VIII	P	5,198.29	6,115.64	7,032.99									EGLE
HEAVY EQUIPMENT OPERATOR		17	M 6	FL							2,825.55	2,966.74	3,115.51	3,271.91	3,434.38	SEIU
HEAVY EQUIPMENT SPECIALIST		19	M 6	FL							2,968.24	3,117.04	3,273.43	3,437.42	3,608.92	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	43	2	M	5,252.05	6,565.06	7,878.07									EGLE
HUMAN RESOURCES ANALYST I		23	2	P	3,405.74	4,006.75	4,607.76									MISC
HUMAN RESOURCES ANALYST II		27	2	P	3,759.41	4,422.84	5,086.27									MISC
HUMAN RESOURCES DIRECTOR	E	0		DH				6,342.38	9,256.15	10,181.77						ESMS
HUMAN RESOURCES MANAGER	E	42	2	M	5,125.74	6,407.17	7,688.60									MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	3,163.11	3,721.31	4,279.51									MISC
INFORMATION TECHNOLOGY MANAGER	E	42	2	M	5,124.54	6,405.67	7,686.80									EGLE
IT ANALYST I		27	2	P	3,759.41	4,422.84	5,086.27									EGLE
IT ANALYST II	E	31	2	M	3,906.25	4,882.81	5,859.37									EGLE

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
IT DESKTOP TECHNICIAN I		13	2	P	2,659.60	3,128.94	3,598.28									EGLE
IT DESKTOP TECHNICIAN II		17	2	P	2,936.64	3,454.87	3,973.10									EGLE
IT OPERATIONS MANAGER	E	39	A	2	M	4,758.90	5,948.63	7,138.36								EGLE
JUNIOR ENGINEER (CIVIL)		26	3	P	3,666.87	4,313.97	4,961.07									EGLE
LEAD POLICE RECORDS SPECIALIST		3	V	FL						3,313.90	3,477.82	3,651.77	3,832.47	4,024.81		NPOA
LEAD PUBLIC SAFETY DISPATCHER		18	A	II	P	4,131.48	4,860.56	5,589.64								SEIU
LEGAL SECRETARY		18	A	2	P	3,010.85	3,542.18	4,073.51								MISC
LIBRARIAN I		15	4	P	2,794.66	3,287.83	3,781.00									EGLE
LIBRARIAN II		19	4	P	3,085.68	3,630.21	4,174.74									EGLE
LIBRARIAN III		23	4	P	3,393.46	3,992.31	4,591.16									EGLE
LIBRARY ASSISTANT I		6	4	FL						2,166.09	2,273.87	2,387.69	2,507.61	2,633.60		EGLE
LIBRARY ASSISTANT II		10	4	FL						2,390.73	2,510.66	2,636.65	2,767.18	2,906.85		EGLE
LIBRARY ASSISTANT III		14	A	4	FL					2,639.67	2,771.74	2,909.86	3,057.12	3,207.41		EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22	4	P	3,322.37	3,908.67	4,494.97									EGLE
LIBRARY SERVICES DIRECTOR	E	0		DH				6,342.38	9,256.15	10,181.77						ESMS
LIBRARY SERVICES MANAGER	E	35	4	M	4,310.65	5,388.31	6,465.97									EGLE
LIBRARY TECHNICIAN		1	4	FL						1,914.11	2,009.73	2,111.46	2,216.18	2,326.99		EGLE
MANAGEMENT FELLOW		18	2	P	3,010.15	3,541.35	4,072.55									EGLE
MAYOR				Council		667.49										MI-CC
OFFICE ASSISTANT I		2	C	5	FL					1,961.64	2,061.80	2,163.57	2,271.37	2,386.74		SEIU
OFFICE ASSISTANT I - CONF		2		5	FL					1,961.64	2,061.80	2,163.57	2,271.37	2,386.74		MISC
OFFICE ASSISTANT II		6	C	5	FL					2,165.08	2,275.91	2,388.25	2,508.18	2,632.71		SEIU
OFFICE ASSISTANT II-CONF		6	A	5	FL					2,165.08	2,275.91	2,388.25	2,508.18	2,632.71		MISC
OFFICE ASSISTANT III		10	C	5	FL					2,391.30	2,511.23	2,637.26	2,767.83	2,907.53		SEIU
OFFICE ASSISTANT III - CONF		10		5	FL					2,391.30	2,511.23	2,637.26	2,767.83	2,907.53		MISC
OFFICE OF EMER SVCS COORD.		40	A	VIII	P	5,198.29	6,115.64	7,032.99								EGLE
PARKS & OPEN SPACE MANAGER	E	38	2	M	4,642.46	5,803.07	6,963.68									EGLE
PARKS & OPEN SPACE WORKER I		3	M	6	FL					2,006.12	2,107.26	2,209.95	2,318.76	2,435.20		SEIU
PARKS & OPEN SPACE WORKER II		7	M	6	FL					2,211.47	2,323.36	2,436.76	2,557.83	2,683.53		SEIU
PARKS MAINTENANCE WORKER I		10	M	6	FL					2,377.63	2,496.06	2,620.58	2,752.65	2,889.28		SEIU
PARKS MAINTENANCE WORKER II		14	M	6	FL					2,623.59	2,755.70	2,892.33	3,038.09	3,189.91		SEIU
PARKS MAINTENANCE WORKER III		18	M	6	FL					2,896.85	3,041.14	3,192.97	3,352.36	3,520.92		SEIU
PARKS SUPERVISOR		19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE
PAYROLL ACCOUNTANT I		25	2	P	3,578.66	4,210.19	4,841.72									MISC
PAYROLL ACCOUNTANT II		29	2	P	3,950.37	4,647.49	5,344.61									MISC
PAYROLL TECHNICIAN		18	2	P	3,010.85	3,542.18	4,073.51									MISC
PERFORMING ARTS ASSISTANT		11	A	4	FL					2,451.46	2,572.92	2,701.91	2,837.00	2,979.73		EGLE
PERFORMING ARTS COORDINATOR		20	4	P	3,162.38	3,720.45	4,278.52									EGLE
PERFORMING ARTS MANAGER	E	38	2	M	4,642.46	5,803.07	6,963.68									EGLE
PERFORMING ARTS SUPERVISOR	E	26	4	M	3,451.18	4,313.97	5,176.76									EGLE
PERMIT TECHNICIAN		17	C	3	FL					2,839.21	2,981.91	3,130.71	3,287.10	3,451.06		SEIU
PLAN CHECK ENGINEER	E	34	2	M	4,205.30	5,256.62	6,307.94									EGLE
PLAN CHECK EXAMINER		30	3	P	4,047.49	4,761.75	5,476.01									EGLE
PLANNING MANAGER/ZONING ADMIN	E	43	2	M	5,252.05	6,565.06	7,878.07									EGLE
POLICE ASSISTANT III-UNIFORMED		10	A	5	FL					2,439.83	2,560.88	2,688.10	2,819.90	2,960.94		NPOA

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
POLICE ASSISTANT II-UNIFORMED		6	A	5	FL						2,211.47	2,323.36	2,436.76	2,557.83	2,683.53	NPOA
POLICE ASSISTANT I-UNIFORMED		2	C	5	FL						2,006.12	2,107.26	2,209.95	2,318.76	2,435.20	NPOA
POLICE CAPTAIN	E	2	VII	M	FL	7,422.28	9,277.85	11,133.42								PMGR
POLICE CAPTAIN-TIER 2	E	2	VII	M	FL	7,422.28	9,277.85	10,131.41								PMGR
POLICE CHIEF	E	1			DH				7,442.43	10,860.60	11,946.66					DHPO
POLICE LIEUTENANT	E	1	VII	M	FL	6,454.46	8,068.07	9,681.68								PMGR
POLICE LIEUTENANT-TIER 2	E	1	VII	M	FL	6,454.46	8,068.07	9,003.97								PMGR
POLICE MEDIA/COMM REL COORD		31		2	P	4,150.39	4,882.81	5,615.23								EGLE
POLICE OFFICER		1	VII		FL						4,480.96	4,703.12	4,940.04	5,184.32	5,441.45	POA
POLICE OFFICER TRAINEE		5	V		FL						4,126.38					NPOA
POLICE RECORDS SPECIALIST		1	V		FL						2,962.60	3,108.11	3,263.69	3,424.30	3,594.94	NPOA
POLICE RECORDS SUPERVISOR		26		2	P	3,724.36	4,381.60	5,038.84								NPOA
POLICE SERGEANT		3	VII		FL						5,439.58	5,709.55	5,994.20	6,293.55	6,605.74	POA
POSTCLOSURE ENV SYSTEMS SPEC		26	M	6	FL						3,528.49	3,706.13	3,891.38	4,085.68	4,289.17	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	M	6	FL						2,896.85	3,041.14	3,192.97	3,352.36	3,520.92	SEIU
POSTCLOSURE SUPERVISOR		19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE
PRINCIPAL CIVIL ENGINEER	E	42		3	M	5,124.54	6,405.67	7,686.80								EGLE
PRINCIPAL FINANCIAL ANALYST	E	35		2	M	4,311.66	5,389.58	6,467.50								MISC
PRINCIPAL IT ANALYST	E	37		2	M	4,528.30	5,660.38	6,792.46								EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34		2	M	4,206.27	5,257.84	6,309.41								MISC
PRINCIPAL PLANNER	E	35		2	M	4,310.65	5,388.31	6,465.97								EGLE
PROGRAM ASSISTANT		16	C	5	FL						2,772.38	2,912.07	3,057.82	3,211.18	3,370.60	SEIU
PROJECT MANAGER	E	34		2	M	4,205.30	5,256.62	6,307.94								EGLE
PROPERTY & EVIDENCE SPECIALIST		2	A	V	P	3,274.15	3,851.94	4,429.73								NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25		2	P	3,577.84	4,209.22	4,840.60								EGLE
PUBLIC SAFETY DISPATCHER I		12	A	II	FL						3,376.10	3,544.07	3,722.32	3,907.38	4,102.76	SEIU
PUBLIC SAFETY DISPATCHER II		15	A	II	FL						3,765.14	3,953.66	4,150.72	4,358.09	4,575.76	SEIU
PUBLIC SAFETY DISPATCHER III		16	A	III	FL						4,140.94	4,347.98	4,565.38	4,793.64	5,033.32	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39		2	M	4,757.81	5,947.26	7,136.71								EGLE
PUBLIC SERVICES TECHNICIAN		10	M	6	FL						2,377.63	2,496.06	2,620.58	2,752.65	2,889.28	SEIU
PUBLIC SERVICES TRAINEE		10	M	6	FL						2,377.63	2,496.06	2,620.58	2,752.65	2,889.28	SEIU
PUBLIC WORKS DIRECTOR	E	0			DH				6,342.38	9,256.15	10,181.77					ESMS
PUBLIC WORKS INSPECTOR I		25		3	FL						3,463.22	3,636.31	3,818.48	4,009.79	4,210.19	SEIU
PUBLIC WORKS INSPECTOR II		29		3	FL						3,823.05	4,014.38	4,214.74	4,425.81	4,645.95	SEIU
PURCH & SUPPORT SRVCS MGR	E	41		2	M	4,999.54	6,249.42	7,499.30								EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36		3	M	4,419.00	5,523.75	6,628.50								EGLE
RECREATION COORDINATOR		16		4	P	2,864.34	3,369.81	3,875.28								EGLE
RECREATION LEADER II		2	A	IV	FL						1,589.29	1,668.22	1,751.67	1,839.76	1,930.81	EGLE
RECREATION MANAGER	E	38		2	M	4,642.46	5,803.07	6,963.68								EGLE
RECREATION SPECIALIST		7	B	IV	FL						2,027.96	2,129.66	2,235.92	2,346.74	2,465.13	EGLE
RECREATION SUPERVISOR	E	30		4	M	3,809.40	4,761.75	5,714.10								EGLE
RISK MANAGER	E	39		2	M	4,757.81	5,947.26	7,136.71								EGLE
SAFETY & TRAINING ADMINISTRATR		19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE
SECRETARY		15	C	5	FL						2,705.58	2,842.22	2,983.44	3,132.24	3,288.60	SEIU
SENIOR ACCOUNTANT	E	31		2	M	3,906.25	4,882.81	5,859.37								EGLE

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
SENIOR ASSISTANT CITY ATTORNEY	E	50	2	M	6,243.43	7,804.29	9,365.15								MISC	
SENIOR BUILDING INSPECTOR		33	C	3	P	4,355.60	5,124.23	5,892.86							SEIU	
SENIOR CIVIL ENGINEER	E	38	3	M	4,642.46	5,803.07	6,963.68								EGLE	
SENIOR CODE ENF OFFICER		29	3	P	3,949.06	4,645.95	5,342.84								SEIU	
SENIOR DEPUTY CITY ATTORNEY	E	40	2	M	4,877.93	6,097.41	7,316.89								MISC	
SENIOR FINANCIAL ANALYST-CONF	E	31	2	M	3,906.25	4,882.81	5,859.37								MISC	
SENIOR IT ANALYST	E	35	2	M	4,310.65	5,388.31	6,465.97								EGLE	
SENIOR IT DESKTOP TECHNICIAN		21	2	P	3,241.85	3,813.94	4,386.03								EGLE	
SENIOR MANAGEMENT ANALYST	E	31	2	M	3,906.25	4,882.81	5,859.37								EGLE	
SENIOR MANAGEMENT ANALYST-CONF	E	31	2	M	3,906.25	4,882.81	5,859.37								MISC	
SENIOR PAYROLL ACCOUNTANT	E	33	2	M	4,104.24	5,130.30	6,156.36								MISC	
SENIOR PLANNER	E	32	2	M	4,002.48	5,003.10	6,003.72								EGLE	
SENIOR PROJECT MANAGER	E	38	2	M	4,642.46	5,803.07	6,963.68								EGLE	
SENIOR PUBLIC WORKS INSPECTOR		33	C	3	P	4,355.60	5,124.23	5,892.86							SEIU	
SENIOR RECREATION COORDINATOR		20	4	P	3,162.38	3,720.45	4,278.52								EGLE	
SENIOR STAGEHAND		3	4	FL						2,011.27	2,111.46	2,217.70	2,328.52	2,445.38	EGLE	
SENIOR SYSTEMS SPECIALIST	E	37	2	M	4,528.30	5,660.38	6,792.46								EGLE	
SENIOR TICKET SERVICES REP		1	4	FL						1,914.11	2,009.73	2,111.46	2,216.18	2,326.99	EGLE	
SENIOR UTILITIES SYS TECH.		22	M	6	FL					3,197.50	3,356.95	3,525.44	3,701.58	3,886.82	SEIU	
SENIOR WATER SYSTEM OPERATOR		25	M	6	FL					3,442.39	3,615.15	3,795.65	3,985.53	4,184.75	SEIU	
SHORELINE MANAGER	E	38	2	M	4,642.46	5,803.07	6,963.68								EGLE	
SOLID WASTE PROGRAM MANAGER	E	25	A	II	M	4,595.10	5,743.87	6,892.64							EGLE	
SR HUMAN RESOURCES ANALYST	E	31	2	M	3,906.25	4,882.81	5,859.37								MISC	
SR POSTCLOSURE ENV SYS TECH		22	M	6	FL					3,197.50	3,356.95	3,525.44	3,701.58	3,886.82	SEIU	
STREET & LANDFILL CLOSURE MNGR	E	26	B	III	M	4,937.53	6,171.91	7,406.29							EGLE	
STREET LIGHTING TECHNICIAN		18	M	6	FL					2,896.85	3,041.14	3,192.97	3,352.36	3,520.92	SEIU	
STREET MAINTENANCE WORKER I		10	M	6	FL					2,377.63	2,496.06	2,620.58	2,752.65	2,889.28	SEIU	
STREET MAINTENANCE WORKER II		14	M	6	FL					2,623.59	2,755.70	2,892.33	3,038.09	3,189.91	SEIU	
STREET MAINTENANCE WORKER III		18	M	6	FL					2,896.85	3,041.14	3,192.97	3,352.36	3,520.92	SEIU	
STREET SUPERVISOR		19	B	III	P	4,068.13	4,786.04	5,503.95							EGLE	
STREETS TECHNICIAN		10	M	6	FL					2,377.63	2,496.06	2,620.58	2,752.65	2,889.28	SEIU	
STREETSWEEPER OPERATOR		16	M	6	FL					2,757.20	2,895.39	3,039.60	3,191.42	3,350.84	SEIU	
SUPERVISING BUYER		28	2	P	3,852.67	4,532.55	5,212.43								EGLE	
SUPERVISING PRKS & OPN SP WRKR		11	M	4	FL					2,436.84	2,558.30	2,685.86	2,820.95	2,962.18	SEIU	
SYSTEMS COORDINATOR/TECHNICIAN		12	A	II	P	3,043.70	3,580.82	4,117.94							EGLE	
SYSTEMS SPECIALIST		28	2	P	3,852.67	4,532.55	5,212.43								EGLE	
TRAFFIC ENGINEER	E	43	3	M	5,252.05	6,565.06	7,878.07								EGLE	
TRAINING OFFICER I		1	VIII	FL						4,174.11	4,383.95	4,602.64	4,831.90	5,073.48	MVFF	
TRANSPORTATION MANAGER	E	41	2	M	4,999.54	6,249.42	7,499.30								EGLE	
TRANSPORTATION PLANNER	E	38	3	M	4,642.46	5,803.07	6,963.68								EGLE	
TREE SUPERVISOR/ARBORIST		20	B	III	P	4,217.81	4,962.13	5,706.45							EGLE	
TREE TRIMMER I		12	M	6	FL					2,497.59	2,622.10	2,754.19	2,890.82	3,036.58	SEIU	
TREE TRIMMER II		16	M	6	FL					2,757.20	2,895.39	3,039.60	3,191.42	3,350.84	SEIU	
TREE TRIMMER III		20	M	6	FL					3,042.64	3,194.46	3,355.42	3,522.41	3,698.55	SEIU	
UTILITIES ELECTRICIAN		26	M	6	FL					3,528.49	3,706.13	3,891.38	4,085.68	4,289.17	SEIU	

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2020-21
Revision No. 2

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
UTILITIES INSPECTOR LOCATOR		19	M	6	FL											SEIU
UTILITIES SERVICES MANAGER	E	42		3	M	5,124.54	6,405.67	7,686.80								EGLE
UTILITIES SYSTEMS SPECIALIST		26	M	6	FL											SEIU
UTILITIES SYSTEMS SUPERVISOR		19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE
UTILITIES SYSTEMS TECHNICIAN		18	M	6	FL											SEIU
VOLUNTEER COORDINATOR		20		4	P	3,162.38	3,720.45	4,278.52								EGLE
WAREHOUSE WORKER		10	M	6	FL											SEIU
WASTEWATER SUPERVISOR		19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE
WASTEWATER UTILITY WORKER I		12	M	6	FL											SEIU
WASTEWATER UTILITY WORKER II		16	M	6	FL											SEIU
WASTEWATER UTILITY WORKER III		20	M	6	FL											SEIU
WATER ENVIRONMENT SPECIALIST		14		III	P	3,626.42	4,266.38	4,906.34								SEIU
WATER OPERATIONS SPECIALIST		26	M	6	FL											SEIU
WATER QUALITY SUPERVISOR		19	B	III	P	4,068.13	4,786.04	5,503.95								EGLE
WATER QUALITY TECHNICIAN		25	M	6	FL											SEIU
WATER RESOURCE MANAGER	E	34		2	M	4,205.30	5,256.62	6,307.94								EGLE
WATER RESOURCES TECHNICIAN		19	M	6	FL											SEIU
WATER SUPERINTENDENT	E	22	A	III	M	4,269.65	5,337.06	6,404.47								EGLE
WATER SYSTEM OPERATOR		21	M	6	FL											SEIU
WATER UTILITY WORKER I		12	M	6	FL											SEIU
WATER UTILITY WORKER II		16	M	6	FL											SEIU
WATER UTILITY WORKER III		20	M	6	FL											SEIU
WILDLIFE PRESERVATION COORD		16		4	P	2,864.34	3,369.81	3,875.28								EGLE

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

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

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

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

Update:	Revision Effective Date	City Council Approval Date	Notes:
New FY Salary Plan Effective Date	06/28/2020	06/23/2020	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/28/2020	09/22/2020	COLA adjustment for City Attorney, City Clerk, City Manager - retro to June 28, 2020
Revision No. 2	6/28/2020	10/13/2020	CalPERS requires position and payrate of Councilmember and Mayor classifications to be listed on salary plan; added Emergency Communications Manager and removed Communications Operations Supervisor (approved midyear budget Feb. 2020)

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2019 - 2020
 Revision No. 5

Position	FL-SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
ACCOUNT CLERK I		7 C	5 FL								2156.56	2262.68	2377.68	2495.59	2620.90	SEIU
ACCOUNT CLERK I - CONF		7	5 FL								2156.56	2262.68	2377.68	2495.59	2620.90	MISC
ACCOUNT CLERK II		11 C	5 FL								2377.68	2497.07	2623.82	2755.01	2892.12	SEIU
ACCOUNT CLERK II-CONF.		11	5 FL								2377.68	2497.07	2623.82	2755.01	2892.12	MISC
ACCOUNTANT I		23 A	2 P		3306.54	3890.05	4473.56									EGLE
ACCOUNTANT II		27	2 P		3649.92	4294.02	4938.12									EGLE
ACCOUNTING MANAGER	E	39	2 M		4620.30	5775.37	6930.44									MISC
ACCOUNTING TECHNICIAN		15 C	2 FL								2626.78	2759.44	2896.54	3041.01	3192.82	SEIU
ADMINISTRATIVE AIDE		19	2 P		2995.81	3524.48	4053.15									EGLE
ADMINISTRATIVE ANALYST I-CONF		23	2 P		3306.54	3890.05	4473.56									MISC
ADMINISTRATIVE ANALYST II-CONF		27	2 P		3649.92	4294.02	4938.12									MISC
ADVANCED PLANNING MANAGER	E	40	2 M		4734.76	5918.45	7102.14									EGLE
ANALYST I		23 A	2 P		3306.54	3890.05	4473.56									EGLE
ANALYST II		27	2 P		3649.92	4294.02	4938.12									EGLE
ASSISTANT BUILDING INSPECTOR		23	3 FL								3200.20	3360.86	3528.90	3705.81	3890.05	SEIU
ASSISTANT BUYER		20	2 FL								2971.00	3119.86	3276.08	3439.66	3612.09	EGLE
ASSISTANT CDD/PLANNING MGR	E	46	2 M		5491.66	6864.58	8237.50									EGLE
ASSISTANT CITY ATTORNEY	E	46	2 M		5492.94	6866.18	8239.42									MISC
ASSISTANT CITY MANAGER	E	1	DH					6465.54	9435.88	10379.47						ESMS
ASSISTANT COMM OPS SUPER		33	2 P		4273.60	5027.76	5781.92									NPOA
ASSISTANT COMM. SVCS. DIRECTOR	E	46	3 M		5491.66	6864.58	8237.50									EGLE
ASSISTANT ENGINEER (CIVIL)		30	3 P		3929.60	4623.06	5316.52									EGLE
ASSISTANT PLANNER		24	2 P		3388.45	3986.41	4584.37									EGLE
ASSISTANT PROJECT MANAGER	E	30	2 M		3698.45	4623.06	5547.67									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49	3 M		5913.74	7392.18	8870.62									EGLE
ASSISTANT TO THE CITY MANAGER	E	26 A	II M		4627.38	5784.22	6941.06									MISC
ASSOCIATE ENGINEER (CIVIL)		34	3 P		4337.98	5103.51	5869.04									EGLE
ASSOCIATE PLANNER		28	2 P		3740.45	4400.53	5060.61									EGLE
ASST FINANCE & ADM SVCS DIR	E	47	2 M		5629.74	7037.18	8444.62									MISC
BATALLION CHIEF	E	4	VIII M		6415.44	8019.30	9623.16									FMGR
BATTALION CHIEF-TIER 2	E	4	VIII M		6415.44	8019.30	8949.54									FMGR
BUILDING INSPECTOR I		25	3 FL								3362.35	3530.40	3707.26	3893.00	4087.56	SEIU
BUILDING INSPECTOR II		29	3 FL								3711.70	3897.46	4091.98	4296.90	4510.63	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33	2 M		3983.77	4979.71	5975.65									EGLE
BUYER		24	2 FL								3279.65	3443.63	3615.80	3796.59	3986.41	EGLE
CHIEF BLDG OFFICIAL	E	43	3 M		5099.07	6373.84	7648.61									EGLE
CHIEF SUSTAIN. & RESILIENCE OFFICER	E	39	2 M		4619.23	5774.04	6928.85									EGLE
CIO/INFORMATION TECHNOLOGY DIR		0	DH					6157.65	8986.55	9885.21						ESMS
CITY ATTORNEY	E	0	DH					9423.08								CA
CITY CLERK	E	0	DH					5940.00								CC
CITY MANAGER	E	0	DH					11807.69								CM
CODE ENFORCEMENT OFFICER I		23	3 FL								3200.20	3360.86	3528.90	3705.81	3890.05	SEIU
CODE ENFORCEMENT OFFICER II		27	3 FL								3533.35	3708.74	3894.50	4089.04	4293.95	SEIU
COMMUNICATION COORDINATOR		31	2 P		4029.50	4740.59	5451.68									EGLE

City of Mountain View
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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
COMMUNITY OUTREACH COORD		16	4 P		2780.91	3271.66	3762.41								EGLE	
COMMUNITY SERVICES DIRECTOR	E	0	DH					6157.65	8986.55	9885.21					ESMS	
COMMUNITY SERVICES OFFICER		2	V FL								2934.74	3082.56	3235.19	3394.38	3561.68	NPOA
COPY CENTER TECHNICIAN		10	5 FL								2321.10	2437.53	2559.85	2686.58	2822.18	EGLE
COUNCILMEMBER			Council			530.26										MI-CC
CRIME ANALYST		27	2 P		3649.92	4294.02	4938.12									EGLE
CROSS CONNECTION CONTROL SPEC		18 M	6 FL								2812.48	2952.56	3099.97	3254.72	3418.37	SEIU
CUSTOMER SVC. REPRESENTATIVE		5 C	5 FL								2050.42	2152.13	2259.74	2373.24	2491.17	SEIU
DEP PUB WRKS DIR/ AST CTY ENG	E	46	3 M		5491.66	6864.58	8237.50									EGLE
DEPUTY BUILDING OFFICIAL	E	35	2 M		4185.10	5231.37	6277.64									EGLE
DEPUTY CITY ATTORNEY	E	36	2 M		4291.28	5364.10	6436.92									MISC
DEPUTY CITY CLERK		22	2 P		3225.61	3794.83	4364.05									EGLE
DEPUTY CITY MANAGER	E	42	2 M		4976.44	6220.55	7464.66									MISC
DEPUTY FIRE CHIEF	E	6	VIII M		6736.22	8420.27	10104.32									FMGR
DEPUTY FIRE MARSHAL		13	VIII FL								5294.70	5560.03	5837.85	6129.93	6436.26	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13 A	VIII FL								5375.47	5640.80	5918.62	6210.70	6517.03	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13 B	VIII FL								5444.70	5710.03	5987.85	6279.93	6586.26	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13 C	VIII FL								5479.32	5744.65	6022.47	6314.55	6620.88	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13 D	VIII FL								5497.78	5763.11	6040.93	6333.01	6639.34	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13 E	VIII FL								5571.62	5836.95	6114.77	6406.85	6713.18	MVFF
DEPUTY POLICE CHIEF	E	2	VII M		7136.81	8921.01	10705.21									PMGR
DEPUTY ZONING ADMINISTRATOR	E	35	2 M		4185.10	5231.37	6277.64									EGLE
DEV SRVCS COORD		33 C	3 P		4228.73	4974.98	5721.23									SEIU
DOCUMENT PROC. TECHNICIAN I		10	5 FL								2321.10	2437.53	2559.85	2686.58	2822.18	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5 FL								2561.30	2689.56	2825.11	2965.12	3113.99	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5 FL								2828.05	2969.55	3118.42	3274.60	3438.20	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2 P		3226.38	3795.74	4365.10									MISC
ECONOMIC DEVELOPMENT MANAGER	E	43	2 M		5099.07	6373.84	7648.61									EGLE
EMERGENCY COMMUNICATIONS MGR	E	39	2 M		4619.23	5774.04	6928.85									EGLE
ENGINEERING ASSISTANT I		16	3 FL								2688.69	2822.84	2964.32	3113.21	3267.99	SEIU
ENGINEERING ASSISTANT II		20 C	3 FL								2968.76	3117.65	3273.89	3437.50	3608.51	SEIU
ENGINEERING ASSISTANT III		24 C	3 FL								3281.27	3444.89	3617.36	3798.67	3987.35	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III P		3520.80	4142.12	4763.44									SEIU
ENVIRONMENTAL SAFETY COORD.		33 C	3 P		4228.73	4974.98	5721.23									SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	31	2 M		3792.47	4740.59	5688.71									EGLE
EQUIPMENT MAINT. SUPERVISOR		19 B	III P		3949.64	4646.64	5343.64									EGLE
EQUIPMENT MECHANIC I		16 M	6 FL								2676.89	2811.06	2951.07	3098.47	3253.24	SEIU
EQUIPMENT MECHANIC II		20 M	6 FL								2954.02	3101.42	3257.69	3419.82	3590.83	SEIU
EQUIPMENT MECHANIC III		24 M	6 FL								3260.63	3424.25	3595.24	3775.10	3963.76	SEIU
EQUIPMENT SERVICE WORKER		10 M	6 FL								2308.38	2423.36	2544.25	2672.48	2805.13	SEIU
EXECUTIVE ASSISTANT		18 C	2 P		2923.16	3439.01	3954.86									SEIU
EXECUTIVE ASSISTANT - EAGLE		18 A	2 P		2922.47	3438.20	3953.93									EGLE
EXECUTIVE ASST. TO THE CA		22	2 P		3226.38	3795.74	4365.10									MISC
EXECUTIVE ASST. TO THE CM		22	2 P		3226.38	3795.74	4365.10									MISC

City of Mountain View
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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FACILITIES CONTRACT COORDINATR		26	2 P		3560.07	4188.32	4816.57								EGLE	
FACILITIES MAINT. SUPERVISOR		19 B	III P		3949.64	4646.64	5343.64								EGLE	
FACILITIES MAINTENANCE I		12 M	6 FL							2424.84	2545.73	2673.97	2806.62	2948.14	SEIU	
FACILITIES MAINTENANCE II		16 M	6 FL							2676.89	2811.06	2951.07	3098.47	3253.24	SEIU	
FACILITIES MAINTENANCE III		20 M	6 FL							2954.02	3101.42	3257.69	3419.82	3590.83	SEIU	
FACILITIES PROJECT MANAGER	E	34	2 M		4082.81	5103.51	6124.21								EGLE	
FINANCE AND ADMIN SVCS DIR	E	0	DH					6157.65	8986.55	9885.21					ESMS	
FINANCIAL ANALYST I - CONF		23	2 P		3306.54	3890.05	4473.56								MISC	
FINANCIAL ANALYST II - CONF		27	2 P		3649.92	4294.02	4938.12								MISC	
FIRE CAPTAIN		12	VIII FL							5285.76	5551.14	5827.17	6119.25	6425.56	MVFF	
FIRE CAPTAIN/HAZ MAT		15	VIII FL							5550.03	5828.69	6118.49	6425.18	6746.80	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15 A	VIII FL							5630.80	5909.46	6199.26	6505.95	6827.57	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15 B	VIII FL							5700.03	5978.69	6268.49	6575.18	6896.80	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15 C	VIII FL							5734.65	6013.31	6303.11	6609.80	6931.42	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15 D	VIII FL							5753.11	6031.77	6321.57	6628.26	6949.88	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15 E	VIII FL							5826.95	6105.61	6395.41	6702.10	7023.72	MVFF	
FIRE CAPTAIN-LEVEL 1		12 A	VIII FL							5366.53	5631.91	5907.94	6200.02	6506.33	MVFF	
FIRE CAPTAIN-LEVEL 2		12 B	VIII FL							5435.76	5701.14	5977.17	6269.25	6575.56	MVFF	
FIRE CAPTAIN-LEVEL 3		12 C	VIII FL							5470.38	5735.76	6011.79	6303.87	6610.18	MVFF	
FIRE CAPTAIN-LEVEL 4		12 D	VIII FL							5488.84	5754.22	6030.25	6322.33	6628.64	MVFF	
FIRE CAPTAIN-LEVEL 5		12 E	VIII FL							5562.68	5828.06	6104.09	6396.17	6702.48	MVFF	
FIRE CHIEF	E	1	DH					6986.60	10195.41	11214.95					DHFI	
FIRE ENGINEER		6	VIII FL							4530.73	4756.27	4995.31	5244.59	5507.45	MVFF	
FIRE ENGINEER/HAZ MAT		9	VIII FL							4757.27	4994.03	5245.07	5506.80	5782.80	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 1		9 A	VIII FL							4838.04	5074.80	5325.84	5587.57	5863.57	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 2		9 B	VIII FL							4907.27	5144.03	5395.07	5656.80	5932.80	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 3		9 C	VIII FL							4941.89	5178.65	5429.69	5691.42	5967.42	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 4		9 D	VIII FL							4960.35	5197.11	5448.15	5709.88	5985.88	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 5		9 E	VIII FL							5034.19	5270.95	5521.99	5783.72	6059.72	MVFF	
FIRE ENGINEER/PARAMEDIC		11	VIII FL							5029.25	5281.90	5544.72	5822.82	6114.48	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 1		11 A	VIII FL							5110.02	5362.67	5625.49	5903.59	6195.25	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 2		11 B	VIII FL							5179.25	5431.90	5694.72	5972.82	6264.48	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 3		11 C	VIII FL							5213.87	5466.52	5729.34	6007.44	6299.10	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 4		11 D	VIII FL							5232.33	5484.98	5747.80	6025.90	6317.56	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 5		11 E	VIII FL							5306.17	5558.82	5821.64	6099.74	6391.40	MVFF	
FIRE ENGINEER/PMEDIC/HM		8	VIII FL							5281.92	5546.02	5823.32	6114.48	6420.21	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 1		8 A	VIII FL							5362.69	5626.79	5904.09	6195.25	6500.98	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 2		8 B	VIII FL							5431.92	5696.02	5973.32	6264.48	6570.21	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 3		8 C	VIII FL							5466.54	5730.64	6007.94	6299.10	6604.83	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 4		8 D	VIII FL							5485.00	5749.10	6026.40	6317.56	6623.29	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 5		8 E	VIII FL							5558.84	5822.94	6100.24	6391.40	6697.13	MVFF	
FIRE ENGINEER-LEVEL 1		6 A	VIII FL							4611.50	4837.04	5076.08	5325.36	5588.22	MVFF	
FIRE ENGINEER-LEVEL 2		6 B	VIII FL							4680.73	4906.27	5145.31	5394.59	5657.45	MVFF	
FIRE ENGINEER-LEVEL 3		6 C	VIII FL							4715.35	4940.89	5179.93	5429.21	5692.07	MVFF	

City of Mountain View
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Position	FL- SA	Job Grd	Job Fam	Job FL	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
						Control Point			Min	Std.	Max**						
						Min	Cntl. Pt.	Max*									
FIRE ENGINEER-LEVEL 4		6 D	VIII	FL								4733.81	4959.35	5198.39	5447.67	5710.53	MVFF
FIRE ENGINEER-LEVEL 5		6 E	VIII	FL								4807.65	5033.19	5272.23	5521.51	5784.37	MVFF
FIRE MARSHAL NON-SAFETY	E	51	VIII	M		6213.14	7766.42	9319.70									EGLE
FIRE PREVENTION OFFICER I		1	VIII	FL								4013.57	4215.34	4425.62	4646.06	4878.35	MVFF
FIRE PREVENTION OFFICER II		3	VIII	FL								4211.98	4422.21	4644.36	4874.95	5119.10	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL								4896.98	5141.18	5398.93	5668.50	5951.69	MVFF
FIRE PROTECTION ENGINEER	E	41		3 M		4853.92	6067.40	7280.88									EGLE
FIREFIGHTER		2	VIII	FL								4128.86	4335.73	4552.77	4780.00	5019.09	MVFF
FIREFIGHTER LEVEL 1		2 A	VIII	FL								4209.63	4416.50	4633.54	4860.77	5099.86	MVFF
FIREFIGHTER LEVEL 2		2 B	VIII	FL								4278.86	4485.73	4702.77	4930.00	5169.09	MVFF
FIREFIGHTER LEVEL 3		2 C	VIII	FL								4313.48	4520.35	4737.39	4964.62	5203.71	MVFF
FIREFIGHTER LEVEL 4		2 D	VIII	FL								4331.94	4538.81	4755.85	4983.08	5222.17	MVFF
FIREFIGHTER LEVEL 5		2 E	VIII	FL								4405.78	4612.65	4829.69	5056.92	5296.01	MVFF
FIREFIGHTER/HAZ MAT		5	VIII	FL								4335.32	4552.50	4780.41	5018.96	5270.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5 A	VIII	FL								4416.09	4633.27	4861.18	5099.73	5350.81	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5 B	VIII	FL								4485.32	4702.50	4930.41	5168.96	5420.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5 C	VIII	FL								4519.94	4737.12	4965.03	5203.58	5454.66	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5 D	VIII	FL								4538.40	4755.58	4983.49	5222.04	5473.12	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5 E	VIII	FL								4612.24	4829.42	5057.33	5295.88	5546.96	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL								4810.66	5051.03	5303.83	5569.17	5846.92	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4 A	VIII	FL								4891.43	5131.80	5384.60	5649.94	5927.69	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4 B	VIII	FL								4960.66	5201.03	5453.83	5719.17	5996.92	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4 C	VIII	FL								4995.28	5235.65	5488.45	5753.79	6031.54	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4 D	VIII	FL								5013.74	5254.11	5506.91	5772.25	6050.00	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4 E	VIII	FL								5087.58	5327.95	5580.75	5846.09	6123.84	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL								4581.62	4810.52	5051.29	5303.97	5568.49	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7 A	VIII	FL								4662.39	4891.29	5132.06	5384.74	5649.26	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7 B	VIII	FL								4731.62	4960.52	5201.29	5453.97	5718.49	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7 C	VIII	FL								4766.24	4995.14	5235.91	5488.59	5753.11	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7 D	VIII	FL								4784.70	5013.60	5254.37	5507.05	5771.57	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7 E	VIII	FL								4858.54	5087.44	5328.21	5580.89	5845.41	MVFF
FLEET AND FACILITIES MANAGER	E	25 B	III	M		4621.58	5776.97	6932.36									EGLE
FORESTRY & ROADWAY MANAGER	E	38		2 M		4507.24	5634.05	6760.86									EGLE
FORESTRY COORDINATOR		16		2 P		2780.91	3271.66	3762.41									EGLE
HAZARDOUS MAT SPEC NON SAFETY		40 A	VIII	P		5046.88	5937.51	6828.14									EGLE
HEAVY EQUIPMENT OPERATOR		17 M		6 FL								2743.25	2880.33	3024.77	3176.61	3334.35	SEIU
HEAVY EQUIPMENT SPECIALIST		19 M		6 FL								2881.79	3026.25	3178.09	3337.30	3503.81	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	43		2 M		5099.07	6373.84	7648.61									EGLE
HUMAN RESOURCES ANALYST I		23		2 P		3306.54	3890.05	4473.56									MISC
HUMAN RESOURCES ANALYST II		27		2 P		3649.92	4294.02	4938.12									MISC
HUMAN RESOURCES MANAGER	E	42		2 M		4976.44	6220.55	7464.66									MISC
HUMAN RESOURCES TECHNICIAN		20		2 P		3070.98	3612.92	4154.86									MISC
INFORMATION TECHNOLOGY MANAGER	E	42		2 M		4975.28	6219.10	7462.92									EGLE
IT ANALYST I		27		2 P		3649.92	4294.02	4938.12									EGLE

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
IT ANALYST II	E	31	2 M		3792.47	4740.59	5688.71									EGLE
IT DESKTOP TECHNICIAN I		13	2 P		2582.14	3037.81	3493.48									EGLE
IT DESKTOP TECHNICIAN II		17	2 P		2851.10	3354.24	3857.38									EGLE
IT OPERATIONS MANAGER	E	39 A	2 M		4620.30	5775.37	6930.44									EGLE
JUNIOR ENGINEER (CIVIL)		26	3 P		3560.07	4188.32	4816.57									EGLE
LEAD POLICE RECORDS SPECIALIST		3	V FL							3217.38	3376.52	3545.41	3720.84	3907.58		NPOA
LEAD PUBLIC SAFETY DISPATCHER		18 A	II P		4011.14	4718.99	5426.84									SEIU
LEGAL SECRETARY		18 A	2 P		2923.16	3439.01	3954.86									MISC
LIBRARIAN I		15	4 P		2713.26	3192.07	3670.88									EGLE
LIBRARIAN II		19	4 P		2995.81	3524.48	4053.15									EGLE
LIBRARIAN III		23	4 P		3294.63	3876.03	4457.43									EGLE
LIBRARY ASSISTANT I		6	4 FL							2103.00	2207.64	2318.15	2434.57	2556.89		EGLE
LIBRARY ASSISTANT II		10	4 FL							2321.10	2437.53	2559.85	2686.58	2822.18		EGLE
LIBRARY ASSISTANT III		14 A	4 FL							2562.79	2691.01	2825.11	2968.08	3113.99		EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22	4 P		3225.61	3794.83	4364.05									EGLE
LIBRARY SERVICES DIRECTOR	E	0	DH					6157.65	8986.55	9885.21						ESMS
LIBRARY SERVICES MANAGER	E	35	4 M		4185.10	5231.37	6277.64									EGLE
LIBRARY TECHNICIAN		1	4 FL							1858.36	1951.19	2049.96	2151.63	2259.21		EGLE
MANAGEMENT FELLOW		18	2 P		2922.47	3438.20	3953.93									EGLE
MAYOR			Council			662.85										MI-CC
OFFICE ASSISTANT I		2 C	5 FL							1904.50	2001.75	2100.55	2205.21	2317.22		SEIU
OFFICE ASSISTANT I - CONF		2	5 FL							1904.50	2001.75	2100.55	2205.21	2317.22		MISC
OFFICE ASSISTANT II		6 C	5 FL							2102.02	2209.62	2318.69	2435.13	2556.03		SEIU
OFFICE ASSISTANT II-CONF		6 A	5 FL							2102.02	2209.62	2318.69	2435.13	2556.03		MISC
OFFICE ASSISTANT III		10 C	5 FL							2321.65	2438.09	2560.45	2687.21	2822.84		SEIU
OFFICE ASSISTANT III - CONF		10	5 FL							2321.65	2438.09	2560.45	2687.21	2822.84		MISC
OFFICE OF EMER SVCS COORD.		40 A	VIII P		5046.88	5937.51	6828.14									EGLE
PARKS & OPEN SPACE MANAGER	E	38	2 M		4507.24	5634.05	6760.86									EGLE
PARKS & OPEN SPACE WORKER I		3 M	6 FL							1947.69	2045.88	2145.58	2251.22	2364.27		SEIU
PARKS & OPEN SPACE WORKER II		7 M	6 FL							2147.06	2255.69	2365.79	2483.33	2605.37		SEIU
PARKS MAINTENANCE WORKER I		10 M	6 FL							2308.38	2423.36	2544.25	2672.48	2805.13		SEIU
PARKS MAINTENANCE WORKER II		14 M	6 FL							2547.17	2675.44	2808.09	2949.60	3097.00		SEIU
PARKS MAINTENANCE WORKER III		18 M	6 FL							2812.48	2952.56	3099.97	3254.72	3418.37		SEIU
PARKS SUPERVISOR		19 B	III P		3949.64	4646.64	5343.64									EGLE
PAYROLL ACCOUNTANT I		25	2 P		3474.43	4087.56	4700.69									MISC
PAYROLL ACCOUNTANT II		29	2 P		3835.31	4512.13	5188.95									MISC
PAYROLL TECHNICIAN		18	2 P		2923.16	3439.01	3954.86									MISC
PERFORMING ARTS ASSISTANT		11 A	4 FL							2380.06	2497.98	2623.21	2754.37	2892.94		EGLE
PERFORMING ARTS COORDINATOR		20	4 P		3070.28	3612.09	4153.90									EGLE
PERFORMING ARTS MANAGER	E	38	2 M		4507.24	5634.05	6760.86									EGLE
PERFORMING ARTS SUPERVISOR	E	26	4 M		3350.66	4188.32	5025.98									EGLE
PERMIT TECHNICIAN		17 C	3 FL							2756.51	2895.06	3039.52	3191.36	3350.54		SEIU
PLAN CHECK ENGINEER	E	34	2 M		4082.81	5103.51	6124.21									EGLE
PLAN CHECK EXAMINER		30	3 P		3929.60	4623.06	5316.52									EGLE

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PLANNING MANAGER/ZONING ADMIN	E	43	2 M		5099.07	6373.84	7648.61								EGLE	
POLICE ASSISTANT III-UNIFORMED		10 A	5 FL								2368.77	2486.29	2609.81	2737.77	2874.70	NPOA
POLICE ASSISTANT II-UNIFORMED		6 A	5 FL								2147.06	2255.69	2365.79	2483.33	2605.37	NPOA
POLICE ASSISTANT I-UNIFORMED		2 C	5 FL								1947.69	2045.88	2145.58	2251.22	2364.27	NPOA
POLICE CAPTAIN	E	2	VII M		7136.81	8921.01	10705.21									PMGR
POLICE CAPTAIN-TIER 2	E	2	VII M		7136.81	8921.01	9741.74									PMGR
POLICE CHIEF	E	1	DH					7156.18	10442.88	11487.17						DHPO
POLICE LIEUTENANT	E	1	VII M		6206.21	7757.76	9309.31									PMGR
POLICE LIEUTENANT-TIER 2	E	1	VII M		6206.21	7757.76	8657.66									PMGR
POLICE MEDIA/COMM REL COORD		31	2 P		4029.50	4740.59	5451.68									EGLE
POLICE OFFICER		1	VII FL								4308.62	4522.23	4750.04	4984.92	5232.16	POA
POLICE OFFICER TRAINEE		5	V FL								4006.19					NPOA
POLICE RECORDS SPECIALIST		1	V FL								2876.31	3017.58	3168.63	3324.56	3490.23	NPOA
POLICE RECORDS SUPERVISOR		26	2 P		3615.88	4253.98	4892.08									NPOA
POLICE SERGEANT		3	VII FL								5230.37	5489.95	5763.65	6051.49	6351.67	POA
POSTCLOSURE ENV SYSTEMS SPEC		26 M	6 FL								3425.72	3598.18	3778.04	3966.68	4164.24	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18 M	6 FL								2812.48	2952.56	3099.97	3254.72	3418.37	SEIU
POSTCLOSURE SUPERVISOR		19 B	III P		3949.64	4646.64	5343.64									EGLE
PRINCIPAL CIVIL ENGINEER	E	42	3 M		4975.28	6219.10	7462.92									EGLE
PRINCIPAL FINANCIAL ANALYST	E	35	2 M		4186.08	5232.60	6279.12									MISC
PRINCIPAL IT ANALYST	E	37	2 M		4396.41	5495.51	6594.61									EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34	2 M		4083.76	5104.70	6125.64									MISC
PRINCIPAL PLANNER	E	35	2 M		4185.10	5231.37	6277.64									EGLE
PROGRAM ASSISTANT		16 C	5 FL								2691.63	2827.25	2968.76	3117.65	3272.43	SEIU
PROJECT MANAGER	E	34	2 M		4082.81	5103.51	6124.21									EGLE
PROPERTY & EVIDENCE SPECIALIST		2 A	V P		3178.79	3739.75	4300.71									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2 P		3473.63	4086.62	4699.61									EGLE
PUBLIC SAFETY DISPATCHER I		12 A	II FL								3277.77	3440.84	3613.90	3793.57	3983.26	SEIU
PUBLIC SAFETY DISPATCHER II		15 A	II FL								3655.48	3838.50	4029.83	4231.16	4442.49	SEIU
PUBLIC SAFETY DISPATCHER III		16 A	III FL								4020.33	4221.34	4432.41	4654.02	4886.72	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39	2 M		4619.23	5774.04	6928.85									EGLE
PUBLIC SERVICES TRAINEE		10 M	6 FL								2308.38	2423.36	2544.25	2672.48	2805.13	SEIU
PUBLIC WORKS DIRECTOR	E	0	DH					6157.65	8986.55	9885.21						ESMS
PUBLIC WORKS INSPECTOR I		25	3 FL								3362.35	3530.40	3707.26	3893.00	4087.56	SEIU
PUBLIC WORKS INSPECTOR II		29	3 FL								3711.70	3897.46	4091.98	4296.90	4510.63	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2 M		4853.92	6067.40	7280.88									EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36	3 M		4290.29	5362.86	6435.43									EGLE
RECREATION COORDINATOR		16	4 P		2780.91	3271.66	3762.41									EGLE
RECREATION LEADER II		2 A	IV FL								1543.00	1619.63	1700.65	1786.17	1874.57	EGLE
RECREATION MANAGER	E	38	2 M		4507.24	5634.05	6760.86									EGLE
RECREATION SPECIALIST		7 B	IV FL								1968.89	2067.63	2170.80	2278.39	2393.33	EGLE
RECREATION SUPERVISOR	E	30	4 M		3698.45	4623.06	5547.67									EGLE
RISK MANAGER	E	39	2 M		4619.23	5774.04	6928.85									EGLE
SAFETY & TRAINING ADMINISTRATR		19 B	III P		3949.64	4646.64	5343.64									EGLE

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					Control Point			Min	Std.	Max**							Min	Std.	Max**
					Min	Cntl. Pt.	Max*	Min	Std.	Max**									
SECRETARY		15	C	5	FL						2626.78	2759.44	2896.54	3041.01	3192.82	SEIU			
SENIOR ACCOUNTANT	E	31		2	M	3792.47	4740.59	5688.71								EGLE			
SENIOR ASSISTANT CITY ATTORNEY	E	50		2	M	6061.58	7576.98	9092.38								MISC			
SENIOR BUILDING INSPECTOR		33	C	3	P	4228.73	4974.98	5721.23								SEIU			
SENIOR CIVIL ENGINEER	E	38		3	M	4507.24	5634.05	6760.86								EGLE			
SENIOR CODE ENF OFFICER		29		3	P	3834.04	4510.63	5187.22								SEIU			
SENIOR DEPUTY CITY ATTORNEY	E	40		2	M	4735.86	5919.82	7103.78								MISC			
SENIOR FINANCIAL ANALYST-CONF	E	31		2	M	3792.47	4740.59	5688.71								MISC			
SENIOR IT ANALYST	E	35		2	M	4185.10	5231.37	6277.64								EGLE			
SENIOR IT DESKTOP TECHNICIAN		21		2	P	3147.42	3702.85	4258.28								EGLE			
SENIOR MANAGEMENT ANALYST	E	31		2	M	3792.47	4740.59	5688.71								EGLE			
SENIOR MANAGEMENT ANALYST-CONF	E	31		2	M	3792.47	4740.59	5688.71								MISC			
SENIOR PAYROLL ACCOUNTANT	E	33		2	M	3984.70	4980.87	5977.04								MISC			
SENIOR PLANNER	E	32		2	M	3885.90	4857.38	5828.86								EGLE			
SENIOR PROJECT MANAGER	E	38		2	M	4507.24	5634.05	6760.86								EGLE			
SENIOR PUBLIC WORKS INSPECTOR		33	C	3	P	4228.73	4974.98	5721.23								SEIU			
SENIOR RECREATION COORDINATOR		20		4	P	3070.28	3612.09	4153.90								EGLE			
SENIOR STAGEHAND		3		4	FL						1952.69	2049.96	2153.11	2260.70	2374.16	EGLE			
SENIOR SYSTEMS SPECIALIST	E	37		2	M	4396.41	5495.51	6594.61								EGLE			
SENIOR TICKET SERVICES REP		1		4	FL						1858.36	1951.19	2049.96	2151.63	2259.21	EGLE			
SENIOR UTILITIES SYS TECH.		22	M	6	FL						3104.37	3259.17	3422.76	3593.77	3773.61	SEIU			
SENIOR WATER SYSTEM OPERATOR		25	M	6	FL						3342.13	3509.85	3685.10	3869.45	4062.86	SEIU			
SHORELINE MANAGER	E	38		2	M	4507.24	5634.05	6760.86								EGLE			
SOLID WASTE PROGRAM MANAGER	E	25	A	II	M	4461.26	5576.57	6691.88								EGLE			
SR HUMAN RESOURCES ANALYST	E	31		2	M	3792.47	4740.59	5688.71								MISC			
SR POSTCLOSURE ENV SYS TECH		22	M	6	FL						3104.37	3259.17	3422.76	3593.77	3773.61	SEIU			
STREET & LANDFILL CLOSURE MNGR	E	26	B	III	M	4793.72	5992.15	7190.58								EGLE			
STREET LIGHTING TECHNICIAN		18	M	6	FL						2812.48	2952.56	3099.97	3254.72	3418.37	SEIU			
STREET MAINTENANCE WORKER I		10	M	6	FL						2308.38	2423.36	2544.25	2672.48	2805.13	SEIU			
STREET MAINTENANCE WORKER II		14	M	6	FL						2547.17	2675.44	2808.09	2949.60	3097.00	SEIU			
STREET MAINTENANCE WORKER III		18	M	6	FL						2812.48	2952.56	3099.97	3254.72	3418.37	SEIU			
STREET SUPERVISOR		19	B	III	P	3949.64	4646.64	5343.64								EGLE			
STREETS TECHNICIAN		10	M	6	FL						2308.38	2423.36	2544.25	2672.48	2805.13	SEIU			
STREETSWEEPER OPERATOR		16	M	6	FL						2676.89	2811.06	2951.07	3098.47	3253.24	SEIU			
SUPERVISING BUYER		28		2	P	3740.45	4400.53	5060.61								EGLE			
SUPERVISING PRKS & OPN SP WRKR		11	M	4	FL						2365.86	2483.79	2607.63	2738.79	2875.90	SEIU			
SYSTEMS COORDINATOR/TECHNICIAN		12	A	II	P	2955.04	3476.52	3998.00								EGLE			
SYSTEMS SPECIALIST		28		2	P	3740.45	4400.53	5060.61								EGLE			
TRAFFIC ENGINEER	E	43		3	M	5099.07	6373.84	7648.61								EGLE			
TRAINING OFFICER I		1	VIII	FL							4013.57	4215.34	4425.62	4646.06	4878.35	MVFF			
TRANSPORTATION MANAGER	E	41		2	M	4853.92	6067.40	7280.88								EGLE			
TRANSPORTATION PLANNER	E	38		3	M	4507.24	5634.05	6760.86								EGLE			
TREE SUPERVISOR/ ARBORIST		20	B	III	P	4094.96	4817.60	5540.24								EGLE			
TREE TRIMMER I		12	M	6	FL						2424.84	2545.73	2673.97	2806.62	2948.14	SEIU			

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
TREE TRIMMER II		16	M	6	FL						2676.89	2811.06	2951.07	3098.47	3253.24	SEIU
TREE TRIMMER III		20	M	6	FL						2954.02	3101.42	3257.69	3419.82	3590.83	SEIU
UTILITIES ELECTRICIAN		26	M	6	FL						3425.72	3598.18	3778.04	3966.68	4164.24	SEIU
UTILITIES INSPECTOR LOCATOR		19	M	6	FL						2881.79	3026.25	3178.09	3337.30	3503.81	SEIU
UTILITIES SERVICES MANAGER	E	42		3	M	4975.28	6219.10	7462.92								EGLE
UTILITIES SYSTEMS SPECIALIST		26	M	6	FL						3425.72	3598.18	3778.04	3966.68	4164.24	SEIU
UTILITIES SYSTEMS SUPERVISOR		19	B	III	P	3949.64	4646.64	5343.64								EGLE
UTILITIES SYSTEMS TECHNICIAN		18	M	6	FL						2812.48	2952.56	3099.97	3254.72	3418.37	SEIU
VOLUNTEER COORDINATOR		20		4	P	3070.28	3612.09	4153.90								EGLE
WAREHOUSE WORKER		10	M	6	FL						2308.38	2423.36	2544.25	2672.48	2805.13	SEIU
WASTEWATER SUPERVISOR		19	B	III	P	3949.64	4646.64	5343.64								EGLE
WASTEWATER UTILITY WORKER I		12	M	6	FL						2424.84	2545.73	2673.97	2806.62	2948.14	SEIU
WASTEWATER UTILITY WORKER II		16	M	6	FL						2676.89	2811.06	2951.07	3098.47	3253.24	SEIU
WASTEWATER UTILITY WORKER III		20	M	6	FL						2954.02	3101.42	3257.69	3419.82	3590.83	SEIU
WATER ENVIRONMENT SPECIALIST		14		III	P	3520.80	4142.12	4763.44								SEIU
WATER OPERATIONS SPECIALIST		26	M	6	FL						3425.72	3598.18	3778.04	3966.68	4164.24	SEIU
WATER QUALITY SUPERVISOR		19	B	III	P	3949.64	4646.64	5343.64								EGLE
WATER QUALITY TECHNICIAN		25	M	6	FL						3342.13	3509.85	3685.10	3869.45	4062.86	SEIU
WATER RESOURCE MANAGER	E	34		2	M	4082.81	5103.51	6124.21								EGLE
WATER RESOURCES TECHNICIAN		19	M	6	FL						2881.79	3026.25	3178.09	3337.30	3503.81	SEIU
WATER SUPERINTENDANT	E	22	A	III	M	4145.29	5181.61	6217.93								EGLE
WATER SYSTEM OPERATOR		21	M	6	FL						3027.86	3178.96	3339.13	3505.33	3680.59	SEIU
WATER UTILITY WORKER I		12	M	6	FL						2424.84	2545.73	2673.97	2806.62	2948.14	SEIU
WATER UTILITY WORKER II		16	M	6	FL						2676.89	2811.06	2951.07	3098.47	3253.24	SEIU
WATER UTILITY WORKER III		20	M	6	FL						2954.02	3101.42	3257.69	3419.82	3590.83	SEIU
WILDLIFE PRESERVATION COORD		16		4	P	2780.91	3271.66	3762.41								EGLE

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

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

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

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

Update:	Revision Effective Date	City Council Approval Date	Notes:
New FY Salary Plan Effective Date	6/30/2019	6/18/2019 and 6/25/2019	Budget Adoption updates; COLA updates from labor agreements

City of Mountain View
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 Revision No. 5

Update:	Revision Effective Date	City Council Approval Date	Notes:
Revision No. 1	8/3/2019	7/23/2019	One week overhire for City Attorney approved for 7/28/2019 through 8/2/2019 \$10,577.99 was bi-weekly salary for current City Attorney and \$9,423.08 was bi-weekly salary for newly appointed City Attorney
Revision No. 2	9/24/2019	9/24/2019	Compensation adjustments for City Manager and City Clerk; changes retro to 6/30/2019
Revision No. 3	3/2/2020	1/14/2020	Appointment of new City Manager.
Revision No. 4	2/23/2020	2/11/2020	Mid-year budget updates
Revision No. 5	6/30/2019	10/13/2020	CalPERS requires position and payrate of Councilmember and Mayor classifications to be listed on salary plan.

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Position	FL Job 5AGrd	Job Sal FamPlar	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
			Control Point			Min	Std.	Max**						
			Min	Cntl. Pt.	Max*									
ACCOUNT CLERK I	7 C	5 FL							2,093.75	2,196.78	2,308.43	2,422.90	2,544.56	SEIU
ACCOUNT CLERK I - CONF	7	5 FL							2,093.75	2,196.78	2,308.43	2,422.90	2,544.56	MISC
ACCOUNT CLERK II	11 C	5 FL							2,308.43	2,424.34	2,547.40	2,674.77	2,807.88	SEIU
ACCOUNT CLERK II-CONF.	11	5 FL							2,308.43	2,424.34	2,547.40	2,674.77	2,807.88	MISC
ACCOUNTANT I	23 A	2 P	3,210.24	3,776.75	4,343.26									EGLE
ACCOUNTANT II	27	2 P	3,543.61	4,168.95	4,794.29									EGLE
ACCOUNTING MANAGER	E 39	2 M	4,485.73	5,607.16	6,728.59									MISC
ACCOUNTING TECHNICIAN	15 C	2 FL							2,550.27	2,679.07	2,812.17	2,952.44	3,099.83	SEIU
ADMINISTRATIVE AIDE	19	2 P	2,908.56	3,421.83	3,935.10									EGLE
ANALYST I	23 A	2 P	3,210.24	3,776.75	4,343.26									EGLE
ANALYST I-CONF	23	2 P	3,210.24	3,776.75	4,343.26									MISC
ANALYST II	27	2 P	3,543.61	4,168.95	4,794.29									EGLE
ANALYST II-CONF	27	2 P	3,543.61	4,168.95	4,794.29									MISC
ADVANCED PLANNING MANAGER	E 40	2 M	4,596.86	5,746.07	6,895.28									EGLE
ASSISTANT BUILDING INSPECTOR	23	3 FL							3,106.99	3,262.97	3,426.12	3,597.87	3,776.75	SEIU
ASSISTANT BUYER	20	2 FL							2,884.47	3,028.99	3,180.66	3,339.48	3,506.88	EGLE
ASSISTANT CDD/PLANNING MGR	E 46	2 M	5,331.71	6,664.64	7,997.57									EGLE
ASSISTANT CITY ATTORNEY	E 46	2 M	5,332.95	6,666.19	7,999.43									MISC
ASSISTANT CITY MANAGER	E 1	DH				6,277.22	9,161.05	10,077.16						ESMS
ASSISTANT COMM SVCS DIRECTOR	E 46	3 M	5,331.71	6,664.64	7,997.57									EGLE
ASSISTANT ENGINEER (CIVIL)	30	3 P	3,815.15	4,488.41	5,161.67									EGLE
ASSISTANT PLANNER	24	2 P	3,289.76	3,870.30	4,450.85									EGLE
ASSISTANT PROJECT MANAGER	E 30	2 M	3,590.73	4,488.41	5,386.09									EGLE
ASSISTANT PUBLIC WORKS DIR.	E 49	3 M	5,741.50	7,176.87	8,612.24									EGLE
ASSISTANT TO THE CITY MANAGER	E 26 A II	M	4,492.60	5,615.75	6,738.90									MISC
ASSOCIATE ENGINEER (CIVIL)	34	3 P	4,211.63	4,954.86	5,698.09									EGLE
ASSOCIATE PLANNER	28	2 P	3,631.51	4,272.36	4,913.21									EGLE
ASST FINANCE & ADM SVCS DIR	E 47	2 M	5,465.77	6,832.21	8,198.65									MISC
BATTALION CHIEF	E 4	VIII M	6,228.58	7,785.73	9,342.88									FMGR
BATTALION CHIEF-TIER 2	E 4	VIII M	6,228.58	7,785.73	8,688.87									FMGR
BUILDING INSPECTOR I	25	3 FL							3,264.42	3,427.57	3,599.28	3,779.61	3,968.50	SEIU
BUILDING INSPECTOR II	29	3 FL							3,603.59	3,783.94	3,972.80	4,171.75	4,379.25	SEIU
BUSINESS DEVELPMNT SPECIALIST	E 33	2 M	3,867.74	4,834.67	5,801.60									EGLE
BUYER	24	2 FL							3,184.13	3,343.33	3,510.49	3,686.01	3,870.30	EGLE
CHIEF BLDG OFFICIAL	E 43	3 M	4,950.55	6,188.19	7,425.83									EGLE

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Position	FL Job SAGrd	Job Sal FamPlar	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
			Control Point			Min	Std.	Max**						
			Min	Cntl. Pt.	Max*									
CIO/INFORMATION TECHNOLOGY DIR	0	DH				5,978.30	8,724.81	9,597.29						ESMS
CITY ATTORNEY	E 0	DH		10,577.99										CA
CITY CLERK	E 0	DH		5,400.00										CC
CITY MANAGER	E 0	DH		11,578.72										CM
CODE ENFORCEMENT OFFICER I	23	3 FL							3,106.99	3,262.97	3,426.12	3,597.87	3,776.75	SEIU
CODE ENFORCEMENT OFFICER II	27	3 FL							3,430.44	3,600.72	3,781.07	3,969.94	4,168.88	SEIU
COMMUNICATION COORDINATOR	31	2 P	3,912.13	4,602.51	5,292.89									EGLE
COMMUNICATIONS OPERATIONS SPRV	33	2 P	4,109.22	4,834.38	5,559.54									NPOA
COMMUNICATIONS TRAINING SUPRV	33	2 P	4,109.22	4,834.38	5,559.54									NPOA
COMMUNITY OUTREACH COORD	16	4 P	2,699.91	3,176.37	3,652.83									EGLE
COMMUNITY SERVICES DIRECTOR	E 0	DH				5,978.30	8,724.81	9,597.29						ESMS
COMMUNITY SERVICES OFFICER	2	V FL							2,821.87	2,964.00	3,110.76	3,263.83	3,424.69	NPOA
COPY CENTER TECHNICIAN	10	5 FL							2,253.50	2,366.53	2,485.29	2,608.33	2,739.98	EGLE
COUNCILMEMBER		Council		514.82										MI-CC
CRIME ANALYST	27	2 P	3,543.61	4,168.95	4,794.29									EGLE
CROSS CONNECTION CONTROL SPEC	18 M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU
CUSTOMER SVC. REPRESENTATIVE	5 C	5 FL							1,990.70	2,089.45	2,193.92	2,304.12	2,418.61	SEIU
DEP PUB WRKS DIR/ AST CTY ENG	E 46	3 M	5,331.71	6,664.64	7,997.57									EGLE
DEPUTY CITY ATTORNEY	E 36	2 M	4,166.29	5,207.86	6,249.43									MISC
DEPUTY CITY CLERK	22	2 P	3,131.66	3,684.30	4,236.95									EGLE
DEPUTY CITY MANAGER	E 42	2 M	4,831.50	6,039.37	7,247.24									MISC
DEPUTY FIRE CHIEF	E 6	VIII M	6,540.02	8,175.02	9,810.02									FMGR
DEPUTY FIRE MARSHAL	13	VIII FL							5,018.67	5,270.17	5,533.51	5,810.36	6,100.72	MVFF
DEPUTY ZONING ADMINISTRATOR	E 35	2 M	4,063.20	5,079.00	6,094.80									EGLE
DEV SRVCS COORD	33 C	3 P	4,105.57	4,830.08	5,554.59									SEIU
DOCUMENT PROC. TECHNICIAN I	10	5 FL							2,253.50	2,366.53	2,485.29	2,608.33	2,739.98	EGLE
DOCUMENT PROC. TECHNICIAN II	14	5 FL							2,486.70	2,611.22	2,742.83	2,878.76	3,023.29	EGLE
DOCUMENT PROC. TECHNICIAN III	18	5 FL							2,745.68	2,883.06	3,027.59	3,179.22	3,338.06	EGLE
DOCUMENT PROCESSING SUPERVISOR	22	2 P	3,132.40	3,685.18	4,237.96									MISC
ECONOMIC DEVELOPMENT MANAGER	E 43	2 M	4,950.55	6,188.19	7,425.83									EGLE
ENGINEERING ASSISTANT I	16	3 FL							2,610.38	2,740.62	2,877.98	3,022.53	3,172.81	SEIU
ENGINEERING ASSISTANT II	20 C	3 FL							2,882.29	3,026.84	3,178.53	3,337.38	3,503.41	SEIU
ENGINEERING ASSISTANT III	24 C	3 FL							3,185.70	3,344.55	3,512.00	3,688.03	3,871.21	SEIU
ENVIR & SAFETY PROTECTION INSP	14	III P	3,418.26	4,021.48	4,624.70									SEIU
ENVIRONMENTAL COMP. SPECIALIST	24 C	3 FL							3,185.70	3,344.55	3,512.00	3,688.03	3,871.21	SEIU

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Position	FL Job 5AGrd	Job Sal FamPlar	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
			Control Point			Min	Std.	Max**						
			Min	Cntl. Pt.	Max*									
ENVIRONMENTAL SAFETY COORD.	33 C	3 P	4,105.57	4,830.08	5,554.59									SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E 31	2 M	3,682.01	4,602.51	5,523.01									EGLE
EQUIPMENT MAINT. SUPERVISOR	19 B	III P	3,834.61	4,511.30	5,188.00									EGLE
EQUIPMENT MECHANIC I	16 M	6 FL						2,598.92	2,729.18	2,865.12	3,008.22	3,158.49		SEIU
EQUIPMENT MECHANIC II	20 M	6 FL						2,867.98	3,011.09	3,162.81	3,320.21	3,486.24		SEIU
EQUIPMENT MECHANIC III	24 M	6 FL						3,165.66	3,324.51	3,490.52	3,665.15	3,848.31		SEIU
EQUIPMENT SERVICE WORKER	10 M	6 FL						2,241.15	2,352.78	2,470.15	2,594.64	2,723.43		SEIU
EXECUTIVE ASSISTANT	18 C	2 P	2,838.01	3,338.84	3,839.67									SEIU
EXECUTIVE ASSISTANT - EAGLE	18 A	2 P	2,837.35	3,338.06	3,838.77									EGLE
EXECUTIVE ASST. TO THE CA	22	2 P	3,132.40	3,685.18	4,237.96									MISC
EXECUTIVE ASST. TO THE CM	22	2 P	3,132.40	3,685.18	4,237.96									MISC
FACILITIES CONTRACT COORDINATR	26	2 P	3,456.38	4,066.33	4,676.28									EGLE
FACILITIES MAINT. SUPERVISOR	19 B	III P	3,834.61	4,511.30	5,188.00									EGLE
FACILITIES MAINTENANCE I	12 M	6 FL						2,354.21	2,471.58	2,596.09	2,724.87	2,862.27		SEIU
FACILITIES MAINTENANCE II	16 M	6 FL						2,598.92	2,729.18	2,865.12	3,008.22	3,158.49		SEIU
FACILITIES MAINTENANCE III	20 M	6 FL						2,867.98	3,011.09	3,162.81	3,320.21	3,486.24		SEIU
FACILITIES PROJECT MANAGER	E 34	2 M	3,963.89	4,954.86	5,945.83									EGLE
FINANCE AND ADMIN SVCS DIR	E 0	DH				5,978.30	8,724.81	9,597.29						ESMS
FINANCIAL ANALYST I - CONF	23	2 P	3,210.24	3,776.75	4,343.26									MISC
FINANCIAL ANALYST II - CONF	27	2 P	3,543.61	4,168.95	4,794.29									MISC
FIRE CAPTAIN	12	VIII FL						5,010.20	5,261.74	5,523.38	5,800.24	6,090.58		MVFF
FIRE CAPTAIN/HAZ MAT	15	VIII FL						5,260.69	5,524.82	5,799.52	6,090.22	6,395.07		MVFF
FIRE CHIEF	E 1	DH				6,783.11	9,898.46	10,888.31						ESPS
FIRE ENGINEER	6	VIII FL						4,294.53	4,508.31	4,734.89	4,971.18	5,220.33		MVFF
FIRE ENGINEER/HAZ MAT	9	VIII FL						4,509.26	4,733.68	4,971.63	5,219.72	5,481.33		MVFF
FIRE ENGINEER/PARAMEDIC	11	VIII FL						4,767.06	5,006.54	5,255.66	5,519.26	5,795.72		MVFF
FIRE ENGINEER/PMEDIC/HM	11 B	VIII FL						5,006.56	5,256.89	5,519.73	5,795.72	6,085.51		MVFF
FIRE MARSHAL NON-SAFETY	E 51	VIII M	6,032.17	7,540.21	9,048.25									EGLE
FIRE PREVENTION OFFICER I	1	VIII FL						3,804.33	3,995.58	4,194.90	4,403.85	4,624.03		MVFF
FIRE PREVENTION OFFICER II	3	VIII FL						3,992.40	4,191.67	4,402.24	4,620.81	4,852.23		MVFF
FIRE PREVENTION OFFICER III	10	VIII FL						4,641.69	4,873.16	5,117.47	5,372.99	5,641.41		MVFF
FIRE PROTECTION ENGINEER	E 41	3 M	4,712.54	5,890.68	7,068.82									EGLE
FIREFIGHTER	2	VIII FL						3,913.61	4,109.70	4,315.42	4,530.81	4,757.43		MVFF
FIREFIGHTER/HAZ MAT	5	VIII FL						4,109.31	4,315.17	4,531.19	4,757.31	4,995.30		MVFF
FIREFIGHTER/MEDIC/HAZMAT	7 B	VIII FL						4,559.87	4,787.71	5,027.33	5,278.83	5,542.10		MVFF

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Position	FL Job 5A Grd	Job Sal Fam Plar	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
			Control Point			Min	Std.	Max**						
			Min	Cntl. Pt.	Max*									
FIREFIGHTER/PARAMEDIC	7	VIII FL							4,342.77	4,559.73	4,787.95	5,027.46	5,278.19	MVFF
FLEET AND FACILITIES MANAGER	E 25 B	III M	4,486.97	5,608.71	6,730.45									EGLE
FORESTRY & ROADWAY MANAGER	E 38	2 M	4,375.96	5,469.95	6,563.94									EGLE
FORESTRY COORDINATOR	16	2 P	2,699.91	3,176.37	3,652.83									EGLE
HAZARDOUS MAT SPEC NON SAFETY	40 A	VIII P	4,899.88	5,764.57	6,629.26									EGLE
HEAVY EQUIPMENT OPERATOR	17 M	6 FL							2,663.35	2,796.44	2,936.67	3,084.09	3,237.23	SEIU
HEAVY EQUIPMENT SPECIALIST	19 M	6 FL							2,797.85	2,938.11	3,085.52	3,240.10	3,401.76	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E 43	2 M	4,950.55	6,188.19	7,425.83									EGLE
HUMAN RESOURCES ANALYST I	23	2 P	3,210.24	3,776.75	4,343.26									MISC
HUMAN RESOURCES ANALYST II	27	2 P	3,543.61	4,168.95	4,794.29									MISC
HUMAN RESOURCES MANAGER	E 42	2 M	4,831.50	6,039.37	7,247.24									MISC
HUMAN RESOURCES TECHNICIAN	20	2 P	2,981.54	3,507.69	4,033.84									MISC
INFORMATION TECHNOLOGY MANAGER	E 42	2 M	4,830.37	6,037.96	7,245.55									EGLE
IT ANALYST I	27	2 P	3,543.61	4,168.95	4,794.29									EGLE
IT ANALYST II	E 31	2 M	3,682.01	4,602.51	5,523.01									EGLE
IT DESKTOP TECHNICIAN I	13	2 P	2,506.93	2,949.33	3,391.73									EGLE
IT DESKTOP TECHNICIAN II	17	2 P	2,768.06	3,256.54	3,745.02									EGLE
IT OPERATIONS MANAGER	E 39 A	2 M	4,485.73	5,607.16	6,728.59									EGLE
JUNIOR ENGINEER (CIVIL)	26	3 P	3,456.38	4,066.33	4,676.28									EGLE
LEAD POLICE RECORDS SPECIALIST	3	V FL							3,093.63	3,246.65	3,409.05	3,577.73	3,757.29	NPOA
LEAD PUBLIC SAFETY DISPATCHER	18 A	II P	3,894.31	4,581.54	5,268.77									SEIU
LEGAL SECRETARY	18 A	2 P	2,838.01	3,338.84	3,839.67									MISC
LIBRARIAN I	15	4 P	2,634.24	3,099.10	3,563.97									EGLE
LIBRARIAN II	19	4 P	2,908.56	3,421.83	3,935.10									EGLE
LIBRARIAN III	23	4 P	3,198.67	3,763.14	4,327.61									EGLE
LIBRARY ASSISTANT I	6	4 FL							2,041.75	2,143.34	2,250.63	2,363.66	2,482.42	EGLE
LIBRARY ASSISTANT II	10	4 FL							2,253.50	2,366.53	2,485.29	2,608.33	2,739.98	EGLE
LIBRARY ASSISTANT III	14 A	4 FL							2,488.15	2,612.63	2,742.83	2,881.63	3,023.29	EGLE
LIBRARY CUSTOMER SERVICE SUPRV	22	4 P	3,131.66	3,684.30	4,236.95									EGLE
LIBRARY SERVICES DIRECTOR	E 0	DH				5,978.30	8,724.81	9,597.29						ESMS
LIBRARY SERVICES MANAGER	E 35	4 M	4,063.20	5,079.00	6,094.80									EGLE
LIBRARY TECHNICIAN	1	4 FL							1,804.23	1,894.36	1,990.25	2,088.96	2,193.41	EGLE
MANAGEMENT FELLOW	18	2 P	2,837.35	3,338.06	3,838.77									EGLE
MAYOR		Council		643.54										MI-CC
OFFICE ASSISTANT I	2 C	5 FL							1,849.03	1,943.45	2,039.37	2,140.98	2,249.73	SEIU

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Position	FL Job 5AGrd	Job Sal FamPlar	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
			Control Point			Min	Std.	Max**						
			Min	Cntl. Pt.	Max*									
OFFICE ASSISTANT I - CONF	2	5 FL						1,849.03	1,943.45	2,039.37	2,140.98	2,249.73	MISC	
OFFICE ASSISTANT II	6 C	5 FL						2,040.80	2,145.26	2,251.16	2,364.20	2,481.58	SEIU	
OFFICE ASSISTANT II-CONF	6 A	5 FL						2,040.80	2,145.26	2,251.16	2,364.20	2,481.58	MISC	
OFFICE ASSISTANT III	10 C	5 FL						2,254.03	2,367.08	2,485.87	2,608.94	2,740.62	SEIU	
OFFICE ASSISTANT III - CONF	10	5 FL						2,254.03	2,367.08	2,485.87	2,608.94	2,740.62	MISC	
OFFICE OF EMER SVCS COORD.	40 A	VIII P	4,899.88	5,764.57	6,629.26									EGLE
PARKS & OPEN SPACE MANAGER	E 38	2 M	4,375.96	5,469.95	6,563.94									EGLE
PARKS MAINTENANCE WORKER I	10 M	6 FL						2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU	
PARKS MAINTENANCE WORKER II	14 M	6 FL						2,472.98	2,597.51	2,726.30	2,863.69	3,006.80	SEIU	
PARKS MAINTENANCE WORKER III	18 M	6 FL						2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU	
PARKS SECTION MANAGER	E 22 A	III M	4,024.55	5,030.69	6,036.83									EGLE
PARKS SUPERVISOR	19 B	III P	3,834.61	4,511.30	5,188.00									EGLE
PAYROLL ACCOUNTANT I	25	2 P	3,373.23	3,968.50	4,563.78									MISC
PAYROLL ACCOUNTANT II	29	2 P	3,723.60	4,380.71	5,037.82									MISC
PAYROLL TECHNICIAN	18	2 P	2,838.01	3,338.84	3,839.67									MISC
PERFORMING ARTS ASSISTANT	11 A	4 FL						2,310.74	2,425.22	2,546.81	2,674.15	2,808.68	EGLE	
PERFORMING ARTS COORDINATOR	20	4 P	2,980.85	3,506.88	4,032.91									EGLE
PERFORMING ARTS MANAGER	E 38	2 M	4,375.96	5,469.95	6,563.94									EGLE
PERFORMING ARTS SUPERVISOR	E 26	4 M	3,253.06	4,066.33	4,879.60									EGLE
PERMIT TECHNICIAN	17 C	3 FL						2,676.22	2,810.74	2,950.99	3,098.41	3,252.95	SEIU	
PLAN CHECK ENGINEER	E 34	2 M	3,963.89	4,954.86	5,945.83									EGLE
PLAN CHECK EXAMINER	30	3 P	3,815.15	4,488.41	5,161.67									EGLE
PLANNING MANAGER/ZONING ADMIN	E 43	2 M	4,950.55	6,188.19	7,425.83									EGLE
POLICE ASSISTANT III-UNIFORMED	10 A	5 FL						2,277.66	2,390.66	2,509.43	2,632.47	2,764.13	NPOA	
POLICE ASSISTANT II-UNIFORMED	6 A	5 FL						2,064.48	2,168.93	2,274.80	2,387.82	2,505.16	NPOA	
POLICE ASSISTANT I-UNIFORMED	2 C	5 FL						1,872.78	1,967.19	2,063.06	2,164.63	2,273.34	NPOA	
POLICE CAPTAIN	E 2	VII M	6,764.74	8,455.93	10,147.12									PMGR
POLICE CAPTAIN-TIER 2	E 2	VII M	6,764.74	8,455.93	9,233.88									PMGR
POLICE CHIEF	E 1	DH				6,783.11	9,898.46	10,888.31						ESPS
POLICE LIEUTENANT	E 1	VII M	5,882.66	7,353.33	8,824.00									PMGR
POLICE LIEUTENANT-TIER 2	E 1	VII M	5,882.66	7,353.33	8,206.32									PMGR
POLICE MEDIA/COMM REL COORD	31	2 P	3,912.13	4,602.51	5,292.89									EGLE
POLICE OFFICER	1	VII FL						4,084.00	4,286.47	4,502.41	4,725.04	4,959.39	POA	
POLICE OFFICER TRAINEE	5	V FL						3,852.11						NPOA
POLICE RECORDS SPECIALIST	1	V FL						2,765.68	2,901.52	3,046.76	3,196.69	3,355.99	NPOA	

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Position	FL Job SAGrd	Job Sal FamPlar	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
			Control Point			Min	Std.	Max**						
			Min	Cntl. Pt.	Max*									
POLICE RECORDS SUPERVISOR	26	2 P	3,476.81	4,090.37	4,703.93								NPOA	
POLICE SERGEANT	3	VII FL						4,957.70	5,203.74	5,463.18	5,736.01	6,020.54	POA	
POSTCLOSURE ENV SYSTEMS SPEC	26	M 6 FL						3,325.94	3,493.38	3,668.00	3,851.15	4,042.95	SEIU	
POSTCLOSURE ENV SYSTEMS TECH	18	M 6 FL						2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU	
POSTCLOSURE SUPERVISOR	19	B III P	3,834.61	4,511.30	5,188.00								EGLE	
PRINCIPAL CIVIL ENGINEER	E 42	3 M	4,830.37	6,037.96	7,245.55								EGLE	
PRINCIPAL FINANCIAL ANALYST	E 35	2 M	4,064.15	5,080.19	6,096.23								MISC	
PRINCIPAL IT ANALYST	E 37	2 M	4,268.36	5,335.45	6,402.54								EGLE	
PRINCIPAL MANAGEMENT ANALYST	E 34	2 M	3,964.82	4,956.02	5,947.22								MISC	
PROGRAM ASSISTANT	16	C 5 FL						2,613.23	2,744.90	2,882.29	3,026.84	3,177.12	SEIU	
PROJECT MANAGER	E 34	2 M	3,963.89	4,954.86	5,945.83								EGLE	
PROPERTY & EVIDENCE SPECIALIST	2	A V P	3,056.52	3,595.91	4,135.30								NPOA	
PUBLIC EDUC/FIRE SAFETY SPEC	25	2 P	3,372.45	3,967.59	4,562.73								EGLE	
PUBLIC SAFETY DISPATCHER I	12	A II FL						3,030.77	3,181.54	3,341.56	3,507.69	3,683.09	SEIU	
PUBLIC SAFETY DISPATCHER II	15	A II FL						3,380.01	3,549.23	3,726.15	3,912.31	4,107.71	SEIU	
PUBLIC SAFETY DISPATCHER III	16	A III FL						3,717.37	3,903.22	4,098.39	4,303.30	4,518.47	SEIU	
PUBLIC SAFETY SUPPORT SRVS MGR	E 41	2 M	4,712.54	5,890.68	7,068.82								EGLE	
PUBLIC WORKS DIRECTOR	E 0	DH				5,978.30	8,724.81	9,597.29					ESMS	
PUBLIC WORKS INSPECTOR I	25	3 FL						3,264.42	3,427.57	3,599.28	3,779.61	3,968.50	SEIU	
PUBLIC WORKS INSPECTOR II	29	3 FL						3,603.59	3,783.94	3,972.80	4,171.75	4,379.25	SEIU	
PURCH & SUPPORT SRVCS MGR	E 41	2 M	4,712.54	5,890.68	7,068.82								EGLE	
REAL PROPERTY PROGRAM ADMIN.	E 36	3 M	4,165.33	5,206.66	6,247.99								EGLE	
RECREATION COORDINATOR	16	4 P	2,699.91	3,176.37	3,652.83								EGLE	
RECREATION LEADER II	2	A IV FL						1,498.06	1,572.46	1,651.12	1,734.15	1,819.97	EGLE	
RECREATION MANAGER	E 38	2 M	4,375.96	5,469.95	6,563.94								EGLE	
RECREATION SPECIALIST	7	B IV FL						1,911.54	2,007.41	2,107.57	2,212.03	2,323.62	EGLE	
RECREATION SUPERVISOR	E 30	4 M	3,590.73	4,488.41	5,386.09								EGLE	
RISK MANAGER	E 39	2 M	4,484.69	5,605.86	6,727.03								EGLE	
SAFETY & TRAINING ADMINISTRATR	19	B III P	3,834.61	4,511.30	5,188.00								EGLE	
SECRETARY	15	C 5 FL						2,550.27	2,679.07	2,812.17	2,952.44	3,099.83	SEIU	
SENIOR ACCOUNTANT	E 31	2 M	3,682.01	4,602.51	5,523.01								EGLE	
SENIOR ASSISTANT CITY ATTORNEY	E 50	2 M	5,885.03	7,356.29	8,827.55								MISC	
SENIOR BUILDING INSPECTOR	33	C 3 P	4,105.57	4,830.08	5,554.59								SEIU	
SENIOR CIVIL ENGINEER	E 38	3 M	4,375.96	5,469.95	6,563.94								EGLE	
SENIOR CODE ENF OFFICER	29	3 P	3,722.36	4,379.25	5,036.14								SEIU	

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Position	FL Job	Job Sal	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit		
			SAGrd	FamPlar	Control Point			Min							Std.	Max**
					Min	Cntl. Pt.	Max*									
SENIOR DEPUTY CITY ATTORNEY	E 40	2 M	4,597.92	5,747.40	6,896.88									MISC		
SENIOR FINANCIAL ANALYST-CONF	E 31	2 M	3,682.01	4,602.51	5,523.01									MISC		
SENIOR IT ANALYST	E 35	2 M	4,063.20	5,079.00	6,094.80									EGLE		
SENIOR IT DESKTOP TECHNICIAN	21	2 P	3,055.75	3,595.00	4,134.25									EGLE		
SENIOR MANAGEMENT ANALYST	E 31	2 M	3,682.01	4,602.51	5,523.01									EGLE		
SENIOR MANAGEMENT ANALYST-CONF	E 31	2 M	3,682.01	4,602.51	5,523.01									MISC		
SENIOR PAYROLL ACCOUNTANT	E 33	2 M	3,868.64	4,835.80	5,802.96									MISC		
SENIOR PLANNER	E 32	2 M	3,772.72	4,715.90	5,659.08									EGLE		
SENIOR PROJECT MANAGER	E 38	2 M	4,375.96	5,469.95	6,563.94									EGLE		
SENIOR PUBLIC WORKS INSPECTOR	33 C	3 P	4,105.57	4,830.08	5,554.59									SEIU		
SENIOR RECREATION COORDINATOR	20	4 P	2,980.85	3,506.88	4,032.91									EGLE		
SENIOR SYSTEMS SPECIALIST	E 37	2 M	4,268.36	5,335.45	6,402.54									EGLE		
SENIOR TICKET SERVICES REP	1	4 FL							1,804.23	1,894.36	1,990.25	2,088.96	2,193.41	EGLE		
SENIOR UTILITIES SYS TECH.	22 M	6 FL							3,013.95	3,164.24	3,323.07	3,489.10	3,663.70	SEIU		
SENIOR WATER SYSTEM OPERATOR	25 M	6 FL							3,244.79	3,407.62	3,577.77	3,756.75	3,944.52	SEIU		
SHORELINE MANAGER	E 38	2 M	4,375.96	5,469.95	6,563.94									EGLE		
SOLID WASTE PROGRAM MANAGER	E 25 A II	M	4,331.32	5,414.15	6,496.98									EGLE		
SR HUMAN RESOURCES ANALYST	E 31	2 M	3,682.01	4,602.51	5,523.01									MISC		
SR POSTCLOSURE ENV SYS TECH	22 M	6 FL							3,013.95	3,164.24	3,323.07	3,489.10	3,663.70	SEIU		
STREET & LANDFILL CLOSURE MNGR	E 26 B III	M	4,654.10	5,817.62	6,981.14									EGLE		
STREET LIGHTING TECHNICIAN	18 M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU		
STREET MAINTENANCE WORKER I	10 M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU		
STREET MAINTENANCE WORKER II	14 M	6 FL							2,472.98	2,597.51	2,726.30	2,863.69	3,006.80	SEIU		
STREET MAINTENANCE WORKER III	18 M	6 FL							2,730.56	2,866.56	3,009.68	3,159.92	3,318.81	SEIU		
STREET SUPERVISOR	19 B III	P	3,834.61	4,511.30	5,188.00									EGLE		
STREETS TECHNICIAN	10 M	6 FL							2,241.15	2,352.78	2,470.15	2,594.64	2,723.43	SEIU		
STREETSWEEPER OPERATOR	16 M	6 FL							2,598.92	2,729.18	2,865.12	3,008.22	3,158.49	SEIU		
SUPERVISING BUYER	28	2 P	3,631.51	4,272.36	4,913.21									EGLE		
SUPERVISING PRKS & OPN SP WRKR	11 M	4 FL							2,296.95	2,411.45	2,531.68	2,659.02	2,792.14	SEIU		
SYSTEMS COORDINATOR/TECHNICIAN	12 A II	P	2,868.97	3,375.26	3,881.55									EGLE		
SYSTEMS SPECIALIST	28	2 P	3,631.51	4,272.36	4,913.21									EGLE		
TRAFFIC ENGINEER	E 43	3 M	4,950.55	6,188.19	7,425.83									EGLE		
TRAINING OFFICER I	1	VIII FL							3,804.33	3,995.58	4,194.90	4,403.85	4,624.03	MVFF		
TRANSPORTATION MANAGER	E 41	2 M	4,712.54	5,890.68	7,068.82									EGLE		
TRANSPORTATION PLANNER	E 38	3 M	4,375.96	5,469.95	6,563.94									EGLE		

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Position	FL Job 5A	Job Grd	Sal Fam	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
				Control Point			Min	Std.	Max**						
				Min	Cntl. Pt.	Max*	Min	Std.	Max**						
TREE SUPERVISOR/ ARBORIST	20	B	III P	3,975.69	4,677.28	5,378.87									EGLE
TREE TRIMMER I	12	M	6 FL						2,354.21	2,471.58	2,596.09	2,724.87	2,862.27		SEIU
TREE TRIMMER II	16	M	6 FL						2,598.92	2,729.18	2,865.12	3,008.22	3,158.49		SEIU
TREE TRIMMER III	20	M	6 FL						2,867.98	3,011.09	3,162.81	3,320.21	3,486.24		SEIU
UTILITIES ELECTRICIAN	26	M	6 FL						3,325.94	3,493.38	3,668.00	3,851.15	4,042.95		SEIU
UTILITIES INSPECTOR LOCATOR	19	M	6 FL						2,797.85	2,938.11	3,085.52	3,240.10	3,401.76		SEIU
UTILITIES SERVICES MANAGER	E 42		3 M	5,132.27	6,037.96	7,245.55									EGLE
UTILITIES SYSTEMS SPECIALIST	26	M	6 FL						3,325.94	3,493.38	3,668.00	3,851.15	4,042.95		SEIU
UTILITIES SYSTEMS SUPERVISOR	19	B	III P	3,834.61	4,511.30	5,188.00									EGLE
UTILITIES SYSTEMS TECHNICIAN	18	M	6 FL						2,730.56	2,866.56	3,009.68	3,159.92	3,318.81		SEIU
VOLUNTEER COORDINATOR	20		4 P	2,980.85	3,506.88	4,032.91									EGLE
WAREHOUSE WORKER	10	M	6 FL						2,241.15	2,352.78	2,470.15	2,594.64	2,723.43		SEIU
WASTEWATER SUPERVISOR	19	B	III P	3,834.61	4,511.30	5,188.00									EGLE
WASTEWATER UTILITY WORKER I	12	M	6 FL						2,354.21	2,471.58	2,596.09	2,724.87	2,862.27		SEIU
WASTEWATER UTILITY WORKER II	16	M	6 FL						2,598.92	2,729.18	2,865.12	3,008.22	3,158.49		SEIU
WASTEWATER UTILITY WORKER III	20	M	6 FL						2,867.98	3,011.09	3,162.81	3,320.21	3,486.24		SEIU
WATER ENVIRONMENT SPECIALIST	14		III P	3,418.26	4,021.48	4,624.70									SEIU
WATER OPERATIONS SPECIALIST	26	M	6 FL						3,325.94	3,493.38	3,668.00	3,851.15	4,042.95		SEIU
WATER QUALITY SUPERVISOR	19	B	III P	3,834.61	4,511.30	5,188.00									EGLE
WATER QUALITY TECHNICIAN	25	M	6 FL						3,244.79	3,407.62	3,577.77	3,756.75	3,944.52		SEIU
WATER RESOURCE MANAGER	E 34		2 M	3,963.89	4,954.86	5,945.83									EGLE
WATER RESOURCES TECHNICIAN	19	M	6 FL						2,797.85	2,938.11	3,085.52	3,240.10	3,401.76		SEIU
WATER SUPERINTENDANT	E 22	A	III M	4,024.55	5,030.69	6,036.83									EGLE
WATER SYSTEM OPERATOR	21	M	6 FL						2,939.67	3,086.37	3,241.87	3,403.23	3,573.39		SEIU
WATER UTILITY WORKER I	12	M	6 FL						2,354.21	2,471.58	2,596.09	2,724.87	2,862.27		SEIU
WATER UTILITY WORKER II	16	M	6 FL						2,598.92	2,729.18	2,865.12	3,008.22	3,158.49		SEIU
WATER UTILITY WORKER III	20	M	6 FL						2,867.98	3,011.09	3,162.81	3,320.21	3,486.24		SEIU
WILDLIFE PRESERVATION COORD	16		4 P	2,699.91	3,176.37	3,652.83									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.

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

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

Update:	Revision Effective Date	City Council Approval Date	Notes:
New FY Salary Plan Effective Date	7/1/2018	6/13/2017 and 10/3/2017	Budget adoption updates; COLA updates from approved labor agreements.
Revision No. 1	7/1/2018	10/23/2018	Compensation adjustments(COLA) for City Manager, City Attorney and City Clerk; changes retro to 7/1/2018.
Revision No. 2	7/1/2018	12/21/2018	Removed Communicaty Development Director position (reclassified to Assistant City Manager)
Revision No. 3	7/1/2018	10/13/2020	CalPERS requires position and payrate of Councilmember and Mayor classifications to be listed on salary plan.

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
ACCOUNT CLERK I		7	C	5	FL						2,013.22	2,112.29	2,219.64	2,329.71	2,446.69	SEIU
ACCOUNT CLERK I - CONF		7		5	FL						2,013.22	2,112.29	2,219.64	2,329.71	2,446.69	MISC
ACCOUNT CLERK II		11	C	5	FL						2,219.64	2,331.10	2,449.42	2,571.89	2,699.88	SEIU
ACCOUNT CLERK II-CONF		11		5	FL						2,219.64	2,331.10	2,449.42	2,571.89	2,699.88	MISC
ACCOUNTANT I		23	A	2	P	3,086.77	3,631.49	4,176.21								EGLE
ACCOUNTANT II		27		2	P	3,407.32	4,008.61	4,609.90								EGLE
ACCOUNTING MANAGER	E	39		2	M	4,313.20	5,391.50	6,469.80								MISC
ACCOUNTING TECHNICIAN		15	C	2	FL						2,452.18	2,576.03	2,704.01	2,838.88	2,980.61	SEIU
ADMINISTRATIVE AIDE		19		2	P	2,796.69	3,290.22	3,783.75								EGLE
ADMINISTRATIVE ANALYST I		23	A	2	P	3,086.77	3,631.49	4,176.21								EGLE
ADMINISTRATIVE ANALYST I-CONF		23		2	P	3,086.77	3,631.49	4,176.21								MISC
ADMINISTRATIVE ANALYST II		27		2	P	3,407.32	4,008.61	4,609.90								EGLE
ADMINISTRATIVE ANALYST II-CONF		27		2	P	3,407.32	4,008.61	4,609.90								MISC
ADVANCED PLANNING MANAGER	E	40		2	M	4,420.06	5,525.07	6,630.08								EGLE
ASSISTANT BUILDING INSPECTOR		23		3	FL						2,987.49	3,137.47	3,294.35	3,459.49	3,631.49	SEIU
ASSISTANT BUYER		20		2	FL						2,773.53	2,912.49	3,058.33	3,211.04	3,372.00	EGLE
ASSISTANT CDD/PLANNING MGR	E	46		2	M	5,126.65	6,408.31	7,689.97								EGLE
ASSISTANT CITY ATTORNEY	E	46		2	M	5,126.65	6,408.31	7,689.97								EGLE
ASSISTANT CITY MANAGER	E	0			DH				5,748.37	8,389.24	9,228.16					ESMS
ASSISTANT ENGINEER (CIVIL)		30		3	P	3,668.41	4,315.78	4,963.15								EGLE
ASSISTANT PLANNER		24		2	P	3,163.22	3,721.44	4,279.66								EGLE
ASSISTANT PROJECT MANAGER	E	30		2	M	3,452.62	4,315.78	5,178.94								EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49		3	M	5,520.67	6,900.84	8,281.01								EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A	II	M	4,319.81	5,399.76	6,479.71								MISC
ASSOCIATE ENGINEER (CIVIL)		34		3	P	4,049.65	4,764.29	5,478.93								EGLE
ASSOCIATE PLANNER		28		2	P	3,491.83	4,108.04	4,724.25								EGLE
ASST FINANCE & ADM SVCS DIR	E	47		2	M	5,255.54	6,569.43	7,883.32								MISC
BATTALION CHIEF	E	4		VIII	M	5,989.02	7,486.28	8,983.54								FMGR
BATTALION CHIEF-TIER 2	E	4		VIII	M	5,989.02	7,486.28	8,354.69								FMGR
BUILDING INSPECTOR I		25		3	FL						3,138.87	3,295.74	3,460.85	3,634.24	3,815.87	SEIU
BUILDING INSPECTOR II		29		3	FL						3,464.99	3,638.40	3,820.00	4,011.30	4,210.82	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33		2	M	3,718.98	4,648.72	5,578.46								EGLE
BUYER		24		2	FL						3,061.66	3,214.74	3,375.47	3,544.24	3,721.44	EGLE
CHIEF BLDG OFFICIAL	E	43		3	M	4,760.14	5,950.18	7,140.22								EGLE
CIO/INFORMATION TECHNOLOGY DIR		0			DH				5,748.37	8,389.24	9,228.16					ESMS
CITY ATTORNEY	E	0			DH		10,171.14									CA
CITY CLERK	E	0			DH		5,959.35									CC
CITY MANAGER	E	0			DH		11,133.38									CM
CODE ENFORCEMENT OFFICER I		23		3	FL						2,987.49	3,137.47	3,294.35	3,459.49	3,631.49	SEIU

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	Control Point			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
CODE ENFORCEMENT OFFICER II		27	3	FL							3,298.50	3,462.23	3,635.64	3,817.25	4,008.54	SEIU
COMMUNICATION COORDINATOR		31	2	P	3,761.67	4,425.49	5,089.31									EGLE
COMMUNICATIONS OPERATIONS SPRV		33	2	P	3,989.53	4,693.57	5,397.61									NPOA
COMMUNICATIONS TRAINING SUPRV		33	2	P	3,989.53	4,693.57	5,397.61									NPOA
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				5,748.37	8,389.24	9,228.16						ESMS
COMMUNITY OUTREACH COORD		16	4	P	2,596.07	3,054.20	3,512.33									EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				5,748.37	8,389.24	9,228.16						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							2,739.68	2,877.67	3,020.16	3,168.77	3,324.94	NPOA
COPY CENTER TECHNICIAN		10	5	FL							2,166.83	2,275.51	2,389.70	2,508.01	2,634.60	EGLE
COUNCILMEMBER				Council		497.89										MI-CC
CRIME ANALYST		27	2	P	3,407.32	4,008.61	4,609.90									EGLE
CROSS CONNECTION CONTROL SPEC		18	M	6	FL						2,625.54	2,756.31	2,893.92	3,038.38	3,191.16	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	C	5	FL						1,914.13	2,009.09	2,109.54	2,215.50	2,325.59	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	46	3	M	5,126.65	6,408.31	7,689.97									EGLE
DEPUTY CITY ATTORNEY	E	36	2	M	4,005.12	5,006.40	6,007.68									EGLE
DEPUTY CITY CLERK		22	2	P	3,011.21	3,542.60	4,073.99									EGLE
DEPUTY CITY MANAGER	E	42	2	M	4,645.67	5,807.09	6,968.51									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	6,288.48	7,860.60	9,432.72									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							4,825.64	5,067.47	5,320.68	5,586.88	5,866.08	MVFF
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	3,906.92	4,883.65	5,860.38									EGLE
DEV SRVCS COORD		33	C	3	P	3,947.66	4,644.31	5,340.96								SEIU
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2,166.83	2,275.51	2,389.70	2,508.01	2,634.60	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2,391.06	2,510.79	2,637.34	2,768.04	2,907.01	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							2,640.08	2,772.17	2,911.14	3,056.94	3,209.67	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3,011.92	3,543.44	4,074.96									MISC
ECONOMIC DEVELOPMENT MANAGER	E	43	2	M	4,760.14	5,950.18	7,140.22									EGLE
EMERGENCY MEDICAL SRVCS COORD		31	A	VIII	P	3,813.37	4,486.32	5,159.27								EGLE
ENGINEERING ASSISTANT I		16	3	FL							2,509.98	2,635.21	2,767.29	2,906.28	3,050.78	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						2,771.43	2,910.42	3,056.28	3,209.02	3,368.66	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						3,063.17	3,215.91	3,376.92	3,546.18	3,722.32	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3,286.79	3,866.81	4,446.83									SEIU
ENVIRONMENTAL COMP. SPECIALIST		24	C	3	FL						3,063.17	3,215.91	3,376.92	3,546.18	3,722.32	SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	3,947.66	4,644.31	5,340.96								SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	31	2	M	3,540.39	4,425.49	5,310.59									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	3,687.12	4,337.79	4,988.46								EGLE
EQUIPMENT MECHANIC I		16	M	6	FL						2,498.96	2,624.21	2,754.92	2,892.52	3,037.01	SEIU
EQUIPMENT MECHANIC II		20	M	6	FL						2,757.67	2,895.28	3,041.16	3,192.51	3,352.15	SEIU
EQUIPMENT MECHANIC III		24	M	6	FL						3,043.90	3,196.64	3,356.27	3,524.18	3,700.30	SEIU
EQUIPMENT SERVICE WORKER		10	M	6	FL						2,154.95	2,262.29	2,375.14	2,494.85	2,618.68	SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
EXECUTIVE ASSISTANT		18	C	2	P	2,728.86	3,210.42	3,691.98							SEIU	
EXECUTIVE ASSISTANT - EAGLE		18	A	2	P	2,728.22	3,209.67	3,691.12							EGLE	
EXECUTIVE ASST. TO THE CA		22		2	P	3,011.21	3,542.60	4,073.99							EGLE	
EXECUTIVE ASST. TO THE CM		22		2	P	3,011.21	3,542.60	4,073.99							EGLE	
FACILITIES CONTRACT COORDINATR		26		2	P	3,323.44	3,909.93	4,496.42							EGLE	
FACILITIES MAINT. SUPERVISOR		19	B	III	P	3,687.12	4,337.79	4,988.46							EGLE	
FACILITIES MAINTENANCE I		12	M	6	FL					2,263.66	2,376.52	2,496.24	2,620.07	2,752.18	SEIU	
FACILITIES MAINTENANCE II		16	M	6	FL					2,498.96	2,624.21	2,754.92	2,892.52	3,037.01	SEIU	
FACILITIES MAINTENANCE III		20	M	6	FL					2,757.67	2,895.28	3,041.16	3,192.51	3,352.15	SEIU	
FACILITIES PROJECT MANAGER	E	34		2	M	3,811.43	4,764.29	5,717.15							EGLE	
FINANCE AND ADMIN SVCS DIR	E	0			DH				5,748.37	8,389.24	9,228.16				ESMS	
FINANCIAL ANALYST I - CONF		23		2	P	3,086.77	3,631.49	4,176.21							MISC	
FINANCIAL ANALYST II - CONF		27		2	P	3,407.32	4,008.61	4,609.90							MISC	
FIRE CAPTAIN		12		VIII	FL					4,817.50	5,059.37	5,310.94	5,577.15	5,856.33	MVFF	
FIRE CAPTAIN/HAZ MAT		15		VIII	FL					5,058.36	5,312.33	5,576.46	5,855.98	6,149.11	MVFF	
FIRE CHIEF	E	1			DH				6,522.22	9,517.75	10,469.53				ESPS	
FIRE ENGINEER		6		VIII	FL					4,129.36	4,334.91	4,552.78	4,779.98	5,019.55	MVFF	
FIRE ENGINEER/HAZ MAT		9		VIII	FL					4,335.83	4,551.62	4,780.41	5,018.96	5,270.51	MVFF	
FIRE ENGINEER/PARAMEDIC		11		VIII	FL					4,583.71	4,813.98	5,053.52	5,306.98	5,572.81	MVFF	
FIRE ENGINEER/PMEDIC/HM		11	B	VIII	FL					4,814.00	5,054.70	5,307.43	5,572.81	5,851.45	MVFF	
FIRE MARSHAL NON-SAFETY	E	51		VIII	M	5,800.16	7,250.20	8,700.24							EGLE	
FIRE PREVENTION OFFICER I		1		VIII	FL					3,658.01	3,841.90	4,033.56	4,234.47	4,446.18	MVFF	
FIRE PREVENTION OFFICER II		3		VIII	FL					3,838.85	4,030.45	4,232.92	4,443.09	4,665.61	MVFF	
FIRE PREVENTION OFFICER III		10		VIII	FL					4,463.16	4,685.73	4,920.64	5,166.34	5,424.43	MVFF	
FIRE PROTECTION ENGINEER	E	41		3	M	4,531.30	5,664.12	6,796.94							EGLE	
FIREFIGHTER		2		VIII	FL					3,763.09	3,951.63	4,149.44	4,356.55	4,574.45	MVFF	
FIREFIGHTER/HAZ MAT		5		VIII	FL					3,951.26	4,149.20	4,356.91	4,574.34	4,803.17	MVFF	
FIREFIGHTER/HAZ MAT/TILLER OPERATOR				VIII	FL					4,148.82	4,356.66	4,574.76	4,803.06	5,043.33	MVFF	
FIREFIGHTER/MEDIC/HAZMAT		7	B	VIII	FL					4,384.49	4,603.57	4,833.97	5,075.80	5,328.94	MVFF	
FIREFIGHTER/MEDIC/HAZMAT/TILLER OPERATOR				VIII	FL					4,603.71	4,833.75	5,075.67	5,329.59	5,595.39	MVFF	
FIREFIGHTER/PARAMEDIC		7		VIII	FL					4,175.74	4,384.36	4,603.80	4,834.10	5,075.18	MVFF	
FIREFIGHTER/PARAMEDIC/TILLER OPERATOR				VIII	FL					4,384.53	4,603.58	4,833.99	5,075.81	5,328.94	MVFF	
FIREFIGHTER/TILLER OPERATOR				VIII	FL					3,951.24	4,149.21	4,356.91	4,574.38	4,803.17	MVFF	
FLEET AND FACILITIES MANAGER	E	25	B	III	M	4,314.39	5,392.99	6,471.59							EGLE	
HAZARDOUS MAT SPEC NON SAFETY		40	A	VIII	P	4,711.43	5,542.86	6,374.29							EGLE	
HAZARDOUS MATERIALS SPECIALIST		1		VIII	P	4,715.75	5,547.94	6,380.13							FMGR	
HEAVY EQUIPMENT OPERATOR		17	M	6	FL					2,560.91	2,688.88	2,823.72	2,965.47	3,112.72	SEIU	
HEAVY EQUIPMENT SPECIALIST		19	M	6	FL					2,690.24	2,825.11	2,966.85	3,115.48	3,270.92	SEIU	
HOUSING & NEIGHBORHD SRVCS MGR	E	43		2	M	4,760.14	5,950.18	7,140.22							EGLE	

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					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
PAYROLL ACCOUNTANT I		25	2	P	3,243.49	3,815.87	4,388.25								MISC	
PAYROLL ACCOUNTANT II		29	2	P	3,580.39	4,212.22	4,844.05								MISC	
PAYROLL TECHNICIAN		18	2	P	2,728.86	3,210.42	3,691.98								MISC	
PERFORMING ARTS ASSISTANT		11	A	4	FL					2,221.87	2,331.94	2,448.86	2,571.30	2,700.65	EGLE	
PERFORMING ARTS COORDINATOR		20	4	P	2,866.20	3,372.00	3,877.80								EGLE	
PERFORMING ARTS MANAGER	E	38	2	M	4,207.66	5,259.57	6,311.48								EGLE	
PERFORMING ARTS SUPERVISOR	E	26	4	M	3,127.94	3,909.93	4,691.92								EGLE	
PERMIT TECHNICIAN		17	C	3	FL					2,573.29	2,702.63	2,837.49	2,979.24	3,127.84	SEIU	
PLAN CHECK ENGINEER	E	34	2	M	3,811.43	4,764.29	5,717.15								EGLE	
PLAN CHECK EXAMINER		30	3	P	3,668.41	4,315.78	4,963.15								EGLE	
PLANNING MANAGER/ZONING ADMIN	E	43	2	M	4,760.14	5,950.18	7,140.22								EGLE	
POLICE ASSISTANT III-UNIFORMED		10	A	5	FL					2,211.32	2,321.03	2,436.34	2,555.80	2,683.62	NPOA	
POLICE ASSISTANT II-UNIFORMED		6	A	5	FL					2,004.35	2,105.76	2,208.54	2,318.27	2,432.19	NPOA	
POLICE ASSISTANT I-UNIFORMED		2	C	5	FL					1,818.23	1,909.89	2,002.97	2,101.58	2,207.13	NPOA	
POLICE CAPTAIN	E	2	VII	M	6,504.56	8,130.70	9,756.84								PMGR	
POLICE CAPTAIN-TIER 2	E	2	VII	M	6,504.56	8,130.70	8,878.72								PMGR	
POLICE CHIEF	E	1		DH				6,522.22	9,517.75	10,469.53					ESPS	
POLICE LIEUTENANT	E	1	VII	M	5,656.41	7,070.51	8,484.61								PMGR	
POLICE LIEUTENANT-TIER 2	E	1	VII	M	5,656.41	7,070.51	7,890.69								PMGR	
POLICE MEDIA/COMM REL COORD		31	2	P	3,761.67	4,425.49	5,089.31								EGLE	
POLICE OFFICER		1	VII	FL						3,926.92	4,121.61	4,329.24	4,543.31	4,768.64	POA	
POLICE OFFICER TRAINEE		5	V	FL						3,739.91					NPOA	
POLICE RECORDS SPECIALIST		1	V	FL						2,685.13	2,817.01	2,958.02	3,103.58	3,258.24	NPOA	
POLICE RECORDS SUPERVISOR		26	2	P	3,375.55	3,971.23	4,566.91								NPOA	
POLICE SERGEANT		3	VII	FL						4,767.02	5,003.60	5,253.06	5,515.39	5,788.98	POA	
POSTCLOSURE ENV SYSTEMS SPEC		26	M	6	FL					3,198.02	3,359.02	3,526.92	3,703.03	3,887.45	SEIU	
POSTCLOSURE ENV SYSTEMS TECH		18	M	6	FL					2,625.54	2,756.31	2,893.92	3,038.38	3,191.16	SEIU	
POSTCLOSURE SUPERVISOR		19	B	III	P	3,687.12	4,337.79	4,988.46							EGLE	
PRINCIPAL CIVIL ENGINEER	E	42	3	M	4,644.58	5,805.73	6,966.88								EGLE	
PRINCIPAL FINANCIAL ANALYST	E	35	2	M	3,907.84	4,884.80	5,861.76								MISC	
PRINCIPAL IT ANALYST	E	37	2	M	4,104.19	5,130.24	6,156.29								EGLE	
PRINCIPAL MANAGEMENT ANALYST	E	34	2	M	3,812.32	4,765.40	5,718.48								MISC	
PRINCIPAL PLANNER	E	39	2	M	4,312.20	5,390.25	6,468.30								EGLE	
PROGRAM ASSISTANT		16	C	5	FL					2,512.72	2,639.33	2,771.43	2,910.42	3,054.92	SEIU	
PROJECT MANAGER	E	34	2	M	3,811.43	4,764.29	5,717.15								EGLE	
PROPERTY & EVIDENCE SPECIALIST		2	A	V	P	2,967.49	3,491.17	4,014.85							NPOA	
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	3,242.74	3,814.99	4,387.24								EGLE	
PUBLIC SAFETY DISPATCHER I		12	A	II	FL					2,914.20	3,059.17	3,213.04	3,372.78	3,541.43	SEIU	
PUBLIC SAFETY DISPATCHER II		15	A	II	FL					3,250.01	3,412.72	3,582.84	3,761.84	3,949.72	SEIU	

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PUBLIC SAFETY DISPATCHER III		16	A	III	FL						3,574.39	3,753.10	3,940.76	4,137.79	4,344.68	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	41		2	M	4,531.30	5,664.12	6,796.94								EGLE
PUBLIC WORKS DIRECTOR	E	0			DH				5,748.37	8,389.24	9,228.16					ESMS
PUBLIC WORKS INSPECTOR I		25		3	FL						3,138.87	3,295.74	3,460.85	3,634.24	3,815.87	SEIU
PUBLIC WORKS INSPECTOR II		29		3	FL						3,464.99	3,638.40	3,820.00	4,011.30	4,210.82	SEIU
PURCH & SUPPORT SRVCS MGR	E	41		2	M	4,531.30	5,664.12	6,796.94								EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36		3	M	4,005.12	5,006.40	6,007.68								EGLE
RECREATION COORDINATOR		16		4	P	2,596.07	3,054.20	3,512.33								EGLE
RECREATION LEADER II		2	A	IV	FL						1,440.44	1,511.98	1,587.62	1,667.45	1,749.97	EGLE
RECREATION MANAGER	E	40		2	M	4,420.06	5,525.07	6,630.08								EGLE
RECREATION SPECIALIST		7	B	IV	FL						1,838.02	1,930.20	2,026.51	2,126.95	2,234.25	EGLE
RECREATION SUPERVISOR	E	30		4	M	3,452.62	4,315.78	5,178.94								EGLE
RISK MANAGER	E	39		2	M	4,312.20	5,390.25	6,468.30								EGLE
SAFETY & TRAINING ADMINISTRATR		19	B	III	P	3,687.12	4,337.79	4,988.46								EGLE
SECRETARY		15	C	5	FL						2,452.18	2,576.03	2,704.01	2,838.88	2,980.61	SEIU
SENIOR ACCOUNTANT	E	31		2	M	3,540.39	4,425.49	5,310.59								EGLE
SENIOR ASSISTANT CITY ATTORNEY	E	50		2	M	5,658.69	7,073.36	8,488.03								EGLE
SENIOR BUILDING INSPECTOR		33	C	3	P	3,947.66	4,644.31	5,340.96								SEIU
SENIOR CIVIL ENGINEER	E	38		3	M	4,207.66	5,259.57	6,311.48								EGLE
SENIOR CODE ENF OFFICER		29		3	P	3,579.20	4,210.82	4,842.44								SEIU
SENIOR DEPUTY CITY ATTORNEY	E	40		2	M	4,420.06	5,525.07	6,630.08								EGLE
SENIOR FINANCIAL ANALYST-CONF	E	31		2	M	3,540.39	4,425.49	5,310.59								MISC
SENIOR IT ANALYST	E	35		2	M	3,906.92	4,883.65	5,860.38								EGLE
SENIOR IT DESKTOP TECHNICIAN		21		2	P	2,938.22	3,456.73	3,975.24								EGLE
SENIOR MANAGEMENT ANALYST	E	31		2	M	3,540.39	4,425.49	5,310.59								EGLE
SENIOR MANAGEMENT ANALYST-CONF	E	31		2	M	3,540.39	4,425.49	5,310.59								MISC
SENIOR PAYROLL ACCOUNTANT	E	33		2	M	3,719.85	4,649.81	5,579.77								MISC
SENIOR PLANNER	E	32		2	M	3,627.62	4,534.52	5,441.42								EGLE
SENIOR PROJECT MANAGER	E	38		2	M	4,207.66	5,259.57	6,311.48								EGLE
SENIOR PUBLIC WORKS INSPECTOR		33	C	3	P	3,947.66	4,644.31	5,340.96								SEIU
SENIOR RECREATION COORDINATOR		20		4	P	2,866.20	3,372.00	3,877.80								EGLE
SENIOR STAGEHAND		3		4	FL						1,822.90	1,913.70	2,010.00	2,110.43	2,216.36	EGLE
SENIOR SYSTEMS SPECIALIST	E	37		2	M	4,104.19	5,130.24	6,156.29								EGLE
SENIOR TICKET SERVICES REP		1		4	FL						1,734.84	1,821.50	1,913.70	2,008.62	2,109.05	EGLE
SENIOR UTILITIES SYS TECH.		22	M	6	FL						2,898.03	3,042.54	3,195.26	3,354.90	3,522.79	SEIU
SENIOR WATER SYSTEM OPERATOR		25	M	6	FL						3,119.99	3,276.56	3,440.16	3,612.26	3,792.81	SEIU
SOLID WASTE PROGRAM MANAGER	E	25	A	II	M	4,164.73	5,205.91	6,247.09								EGLE
SR HUMAN RESOURCES ANALYST	E	31		2	M	3,540.39	4,425.49	5,310.59								MISC
SR POSTCLOSURE ENV SYS TECH		22	M	6	FL						2,898.03	3,042.54	3,195.26	3,354.90	3,522.79	SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
STREET & LANDFILL CLOSURE MNGR	E	26	B	III	M	4,475.10	5,593.87	6,712.64							EGLE	
STREET LIGHTING TECHNICIAN		18	M	6	FL				2,625.54	2,756.31	2,893.92	3,038.38	3,191.16	SEIU		
STREET MAINTENANCE WORKER I		10	M	6	FL				2,154.95	2,262.29	2,375.14	2,494.85	2,618.68	SEIU		
STREET MAINTENANCE WORKER II		14	M	6	FL				2,377.87	2,497.61	2,621.44	2,753.55	2,891.15	SEIU		
STREET MAINTENANCE WORKER III		18	M	6	FL				2,625.54	2,756.31	2,893.92	3,038.38	3,191.16	SEIU		
STREET SUPERVISOR		19	B	III	P	3,687.12	4,337.79	4,988.46						EGLE		
STREETS TECHNICIAN		10	M	6	FL				2,154.95	2,262.29	2,375.14	2,494.85	2,618.68	SEIU		
STREETSWEEPER OPERATOR		16	M	6	FL				2,498.96	2,624.21	2,754.92	2,892.52	3,037.01	SEIU		
SUPERVISING BUYER		28		2	P	3,491.83	4,108.04	4,724.25						EGLE		
SYSTEMS COORDINATOR/TECHNICIAN		12	A	II	P	2,758.62	3,245.44	3,732.26						EGLE		
SYSTEMS SPECIALIST		28		2	P	3,491.83	4,108.04	4,724.25						EGLE		
TRAFFIC ENGINEER	E	43		3	M	4,760.14	5,950.18	7,140.22						EGLE		
TRAINING OFFICER I		1		VIII	FL				3,658.01	3,841.90	4,033.56	4,234.47	4,446.18	MVFF		
TRANSPORTATION MANAGER	E	41		2	M	4,531.30	5,664.12	6,796.94						EGLE		
TRANSPORTATION PLANNER	E	38		3	M	4,207.66	5,259.57	6,311.48						EGLE		
TREE SUPERVISOR/ARBORIST		20	B	III	P	3,822.77	4,497.38	5,171.99						EGLE		
TREE TRIMMER I		12	M	6	FL				2,263.66	2,376.52	2,496.24	2,620.07	2,752.18	SEIU		
TREE TRIMMER II		16	M	6	FL				2,498.96	2,624.21	2,754.92	2,892.52	3,037.01	SEIU		
TREE TRIMMER III		20	M	6	FL				2,757.67	2,895.28	3,041.16	3,192.51	3,352.15	SEIU		
UTILITIES ELECTRICIAN		26	M	6	FL				3,198.02	3,359.02	3,526.92	3,703.03	3,887.45	SEIU		
UTILITIES INSPECTOR LOCATOR		19	M	6	FL				2,690.24	2,825.11	2,966.85	3,115.48	3,270.92	SEIU		
UTILITIES SERVICES MANAGER	E	42		3	M	4,644.58	5,805.73	6,966.88						EGLE		
UTILITIES SYSTEMS SPECIALIST		26	M	6	FL				3,198.02	3,359.02	3,526.92	3,703.03	3,887.45	SEIU		
UTILITIES SYSTEMS SUPERVISOR		19	B	III	P	3,687.12	4,337.79	4,988.46						EGLE		
UTILITIES SYSTEMS TECHNICIAN		18	M	6	FL				2,625.54	2,756.31	2,893.92	3,038.38	3,191.16	SEIU		
VOLUNTEER COORDINATOR		20		4	P	2,866.20	3,372.00	3,877.80						EGLE		
WAREHOUSE WORKER		10	M	6	FL				2,154.95	2,262.29	2,375.14	2,494.85	2,618.68	SEIU		
WASTEWATER SUPERVISOR		19	B	III	P	3,687.12	4,337.79	4,988.46						EGLE		
WASTEWATER UTILITY WORKER I		12	M	6	FL				2,263.66	2,376.52	2,496.24	2,620.07	2,752.18	SEIU		
WASTEWATER UTILITY WORKER II		16	M	6	FL				2,498.96	2,624.21	2,754.92	2,892.52	3,037.01	SEIU		
WASTEWATER UTILITY WORKER III		20	M	6	FL				2,757.67	2,895.28	3,041.16	3,192.51	3,352.15	SEIU		
WATER ENVIRONMENT SPECIALIST		14		III	P	3,286.79	3,866.81	4,446.83						SEIU		
WATER OPERATIONS SPECIALIST		26	M	6	FL				3,198.02	3,359.02	3,526.92	3,703.03	3,887.45	SEIU		
WATER QUALITY SUPERVISOR		19	B	III	P	3,687.12	4,337.79	4,988.46						EGLE		
WATER QUALITY TECHNICIAN		25	M	6	FL				3,119.99	3,276.56	3,440.16	3,612.26	3,792.81	SEIU		
WATER RESOURCE MANAGER	E	34		2	M	3,811.43	4,764.29	5,717.15						EGLE		
WATER RESOURCES TECHNICIAN		19	M	6	FL				2,690.24	2,825.11	2,966.85	3,115.48	3,270.92	SEIU		
WATER SUPERINTENDANT	E	22	A	III	M	3,869.76	4,837.20	5,804.64						EGLE		
WATER SYSTEM OPERATOR		21	M	6	FL				2,826.61	2,967.66	3,117.18	3,272.34	3,435.95	SEIU		

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					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
WATER UTILITY WORKER I		12	M	6	FL						2,263.66	2,376.52	2,496.24	2,620.07	2,752.18	SEIU
WATER UTILITY WORKER II		16	M	6	FL						2,498.96	2,624.21	2,754.92	2,892.52	3,037.01	SEIU
WATER UTILITY WORKER III		20	M	6	FL						2,757.67	2,895.28	3,041.16	3,192.51	3,352.15	SEIU
WILDLIFE PRESERVATION COORD		16		4	P	2,596.07	3,054.20	3,512.33								EGLE
ZONING ADMINISTRATOR	E	39		2	M	4,312.20	5,390.25	6,468.30								EGLE

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

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

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

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

Update:	Revision Effective Date	City Council Approval Date	Notes:
New FY Salary Plan Effective Date	6/18/2017	6/13/2017	Budget adoption updates; COLA updates from approved labor agreements.
Revision No. 1	10/3/2017	10/22/2017	COLA for approved EAGLES labor agreement.
Revision No. 2	6/20/2018		Wage correction to all Tier 2 positions on salary plan.
Revision No. 3	6/18/2017	10/13/2020	CalPERS requires position and payrate of Councilmember and Mayor classifications to be listed on salary plan.

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
ACCOUNT CLERK I		7	C	5	FL						1935.79	2031.05	2134.27	2240.11	2352.59	SEIU
ACCOUNT CLERK I - CONF		7		5	FL						1935.79	2031.05	2134.27	2240.11	2352.59	MISC
ACCOUNT CLERK II		11	C	5	FL						2134.27	2241.44	2355.21	2472.97	2596.04	SEIU
ACCOUNT CLERK II-CONF.		11		5	FL						2134.27	2241.44	2355.21	2472.97	2596.04	MISC
ACCOUNTANT I		22		2	P	2895.40	3406.35	3917.30								EGLE
ACCOUNTANT I-CONFIDENTIAL		22		2	P	2896.08	3407.15	3918.22								MISC
ACCOUNTANT II		26		2	P	3195.62	3759.55	4323.48								EGLE
ACCOUNTANT II-CONFIDENTIAL		26		2	P	3196.36	3760.42	4324.48								MISC
ACCOUNTING MANAGER	E	37		2	M	3947.26	4934.07	5920.88								MISC
ACCOUNTING TECHNICIAN		15	C	2	FL						2357.87	2476.95	2600.01	2729.69	2865.97	SEIU
ACCOUNTING TECHNICIAN - CONF.		15		2	FL						2357.87	2476.95	2600.01	2729.69	2865.97	MISC
ADMINISTRATIVE AIDE		18		2	P	2623.29	3086.22	3549.15								EGLE
ADMINISTRATIVE ANALYST I		22		2	P	2895.40	3406.35	3917.30								EGLE
ADMINISTRATIVE ANALYST I-CONF		22		2	P	2896.08	3407.15	3918.22								MISC
ADMINISTRATIVE ANALYST II		26		2	P	3195.62	3759.55	4323.48								EGLE
ADMINISTRATIVE ANALYST II-CONF		26		2	P	3196.36	3760.42	4324.48								MISC
ASSISTANT BUILDING INSPECTOR		23		3	FL						2872.59	3016.80	3167.64	3326.43	3491.82	SEIU
ASSISTANT BUYER		20		2	FL						2666.86	2800.47	2940.70	3087.54	3242.31	EGLE
ASSISTANT CDD/PLANNING MGR	E	46		2	M	4929.47	6161.84	7394.21								EGLE
ASSISTANT CITY ATTORNEY	E	43		2	M	4577.06	5721.33	6865.60								EGLE
ASSISTANT CITY MANAGER	E	0			DH				5527.28	8066.58	8873.24					ESMS
ASSISTANT ENGINEER (CIVIL)		30		3	P	3527.32	4149.79	4772.26								EGLE
ASSISTANT PLANNER		24		2	P	3041.56	3578.31	4115.06								EGLE
ASSISTANT PROJECT MANAGER	E	30		2	M	3319.83	4149.79	4979.75								EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49		3	M	5308.34	6635.42	7962.50								EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A	II	M	4153.66	5192.08	6230.50								MISC
ASSOCIATE ENGINEER (CIVIL)		34		3	P	3893.89	4581.05	5268.21								EGLE
ASSOCIATE PLANNER		28		2	P	3357.53	3950.04	4542.55								EGLE
ASST FINANCE & ADM SVCS DIR	E	47		2	M	5053.41	6316.76	7580.11								MISC
BATTALION CHIEF	E	4		VIII	M	5758.68	7198.35	8638.02								FMGR
BATTALION CHIEF-TIER 2	E	4		VIII	M	5758.68	7198.35	8033.36								FMGR
BUILDING INSPECTOR I		25		3	FL						3018.14	3168.98	3327.74	3494.46	3669.11	SEIU
BUILDING INSPECTOR II		29		3	FL						3331.72	3498.46	3673.08	3857.02	4048.87	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33		2	M	3575.94	4469.92	5363.90								EGLE
BUYER		24		2	FL						2943.90	3091.10	3245.64	3407.92	3578.31	EGLE
CHIEF BLDG OFFICIAL	E	42		3	M	4465.94	5582.43	6698.92								EGLE
CIO/INFORMATION TECHNOLOGY DIR		0			DH				5527.28	8066.58	8873.24					ESMS
CITY ATTORNEY	E	0			DH		9779.94									CA
CITY CLERK	E	0			DH		5730.14									CC
CITY MANAGER	E	0			DH		10705.17									CM
CODE ENFORCEMENT OFFICER I		23		3	FL						2872.59	3016.80	3167.64	3326.43	3491.82	SEIU
CODE ENFORCEMENT OFFICER II		27		3	FL						3171.63	3329.07	3495.81	3670.43	3854.37	SEIU
COMM OPERATIONS SUPERVISOR		33		2	P	3836.09	4513.05	5190.01								NPOA

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
COMM TRAINING SUPERVISOR		33	2	P	3836.09	4513.05	5190.01									NPOA
COMMUNICATION COORDINATOR		31	2	P	3616.16	4254.30	4892.45									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				5527.28	8066.58	8873.24						ESMS
COMMUNITY OUTREACH COORD		16	4	P	2496.22	2936.73	3377.24									EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				5527.28	8066.58	8873.24						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							2634.31	2766.99	2904.00	3046.89	3197.06	NPOA
COPY CENTER TECHNICIAN		10	5	FL							2083.49	2187.99	2297.79	2411.55	2533.27	EGLE
COUNCILMEMBER				Council		480.13										MI-CC
CRIME ANALYST		26	2	P	3195.62	3759.55	4323.48									EGLE
CROSS CONNECTION CONTROL SPEC		18	M 6	FL							2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	C 5	FL							1840.51	1931.82	2028.40	2130.29	2236.14	SEIU
DEPUTY CITY ATTORNEY	E	33	2	M	3575.94	4469.92	5363.90									EGLE
DEPUTY CITY CLERK		22	2	P	2895.40	3406.35	3917.30									EGLE
DEPUTY CITY MANAGER	E	42	2	M	4466.99	5583.74	6700.49									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	6046.62	7558.27	9069.92									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							4640.04	4872.57	5116.04	5372.00	5640.46	MVFF
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	3756.66	4695.82	5634.98									EGLE
DEV SRVCS COORD		33	C 3	P	3795.83	4465.68	5135.53									SEIU
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2083.49	2187.99	2297.79	2411.55	2533.27	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2299.10	2414.22	2535.90	2661.58	2795.20	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							2538.54	2665.55	2799.17	2939.37	3086.22	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	2896.08	3407.15	3918.22									MISC
ECONOMIC DEVELOPMENT MANAGER	E	42	2	M	4465.94	5582.43	6698.92									EGLE
EMERGENCY MEDICAL SRVCS COORD		31	A VIII	P	3666.70	4313.77	4960.84									EGLE
ENGINEERING ASSISTANT I		16	3	FL							2413.44	2533.86	2660.86	2794.50	2933.44	SEIU
ENGINEERING ASSISTANT II		20	C 3	FL							2664.84	2798.48	2938.73	3085.60	3239.10	SEIU
ENGINEERING ASSISTANT III		24	C 3	FL							2945.36	3092.22	3247.04	3409.79	3579.15	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3160.38	3718.09	4275.80									SEIU
ENVIRONMENTAL COMP. SPECIALIST		24	C 3	FL							2945.36	3092.22	3247.04	3409.79	3579.15	SEIU
ENVIRONMENTAL SAFETY COORD.		33	C 3	P	3795.83	4465.68	5135.53									SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	30	2	M	3319.83	4149.79	4979.75									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	B III	P	3545.31	4170.95	4796.59									EGLE
EQUIPMENT MECHANIC I		16	M 6	FL							2402.85	2523.28	2648.96	2781.27	2920.20	SEIU
EQUIPMENT MECHANIC II		20	M 6	FL							2651.61	2783.92	2924.19	3069.72	3223.22	SEIU
EQUIPMENT MECHANIC III		24	M 6	FL							2926.83	3073.69	3227.18	3388.63	3557.98	SEIU
EQUIPMENT SERVICE WORKER		10	M 6	FL							2072.07	2175.28	2283.79	2398.89	2517.96	SEIU
EXECUTIVE ASSISTANT		18	C 2	P	2623.90	3086.94	3549.98									SEIU
EXECUTIVE ASSISTANT - EAGLE		18	A 2	P	2623.29	3086.22	3549.15									EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	2895.40	3406.35	3917.30									EGLE
EXECUTIVE ASST. TO THE CM		22	2	P	2895.40	3406.35	3917.30									EGLE
FACILITIES CONTRACT COORDINATR		26	2	P	3195.62	3759.55	4323.48									EGLE
FACILITIES MAINT. SUPERVISOR		19	B III	P	3545.31	4170.95	4796.59									EGLE
FACILITIES MAINTENANCE I		12	M 6	FL							2176.60	2285.12	2400.23	2519.30	2646.33	SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FACILITIES MAINTENANCE II		16	M	6	FL						2402.85	2523.28	2648.96	2781.27	2920.20	SEIU
FACILITIES MAINTENANCE III		20	M	6	FL						2651.61	2783.92	2924.19	3069.72	3223.22	SEIU
FACILITIES PROJECT MANAGER	E	34		2	M	3664.84	4581.05	5497.26								EGLE
FINANCE AND ADMIN SVCS DIR	E	0			DH				5527.28	8066.58	8873.24					ESMS
FINANCIAL ANALYST I - CONF		22		2	P	2896.08	3407.15	3918.22								MISC
FINANCIAL ANALYST II - CONF		26		2	P	3196.36	3760.42	4324.48								MISC
FIRE CAPTAIN		12		VIII	FL						4632.21	4864.78	5106.67	5362.64	5631.09	MVFF
FIRE CAPTAIN/HAZ MAT I		14		VIII	FL						4747.99	4986.40	5234.31	5496.66	5771.82	MVFF
FIRE CAPTAIN/HAZ MAT II		15		VIII	FL						4863.81	5108.01	5361.98	5630.75	5912.61	MVFF
FIRE CHIEF	E	1			DH				6271.37	9151.68	10066.85					ESPS
FIRE ENGINEER		6		VIII	FL						3970.54	4168.18	4377.67	4596.13	4826.49	MVFF
FIRE ENGINEER/HAZ MAT I		8		VIII	FL						4069.77	4272.39	4487.14	4711.02	4947.13	MVFF
FIRE ENGINEER/HAZ MAT II		9		VIII	FL						4169.07	4376.56	4596.55	4825.92	5067.80	MVFF
FIRE ENGINEER/PARAMEDIC		11		VIII	FL						4407.41	4628.83	4859.15	5102.87	5358.47	MVFF
FIRE ENGINEER/PARAMEDIC/HAZ MAT I		11	A	VIII	FL						4518.64	4744.57	4981.80	5230.89	5492.43	MVFF
FIRE ENGINEER/PARAMEDIC/HAZ MAT II		11	B	VIII	FL						4628.85	4860.29	5103.30	5358.47	5626.39	MVFF
FIRE MARSHAL NON-SAFETY	E	48		VIII	M	5183.99	6479.99	7775.99								EGLE
FIRE PREVENTION OFFICER I		1		VIII	FL						3517.32	3694.13	3878.42	4071.61	4275.17	MVFF
FIRE PREVENTION OFFICER II		3		VIII	FL						3691.20	3875.43	4070.12	4272.20	4486.16	MVFF
FIRE PREVENTION OFFICER III		10		VIII	FL						4291.50	4505.51	4731.38	4967.63	5215.80	MVFF
FIRE PROTECTION ENGINEER	E	41		3	M	4357.02	5446.27	6535.52								EGLE
FIREFIGHTER		2		VIII	FL						3618.36	3799.64	3989.85	4188.99	4398.51	MVFF
FIREFIGHTER/HAZ MAT I		4		VIII	FL						3708.83	3894.63	4089.61	4293.70	4508.45	MVFF
FIREFIGHTER/HAZ MAT II		5		VIII	FL						3799.29	3989.62	4189.34	4398.40	4618.43	MVFF
FIREFIGHTER/MEDIC/HAZMAT I		7	A	VIII	FL						4115.49	4321.14	4537.39	4764.37	5001.97	MVFF
FIREFIGHTER/MEDIC/HAZMAT II		7	B	VIII	FL						4215.86	4426.51	4648.05	4880.58	5123.98	MVFF
FIREFIGHTER/PARAMEDIC		7		VIII	FL						4015.13	4215.73	4426.73	4648.17	4879.98	MVFF
FLEET AND FACILITIES MANAGER	E	25	B	III	M	4148.46	5185.57	6222.68								EGLE
HAZARDOUS MAT SPEC NON SAFETY		38	B	VIII	P	4323.41	5086.37	5849.33								EGLE
HAZARDOUS MATERIALS SPECIALIST		1		VIII	P	4534.38	5334.56	6134.74								FMGR
HEAVY EQUIPMENT OPERATOR		17	M	6	FL						2462.41	2585.46	2715.12	2851.41	2993.00	SEIU
HEAVY EQUIPMENT SPECIALIST		19	M	6	FL						2586.77	2716.45	2852.74	2995.65	3145.12	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	42		2	M	4465.94	5582.43	6698.92								EGLE
HUMAN RESOURCES ANALYST I		22		2	P	2896.08	3407.15	3918.22								MISC
HUMAN RESOURCES ANALYST II		26		2	P	3196.36	3760.42	4324.48								MISC
HUMAN RESOURCES MANAGER	E	41		2	M	4357.33	5446.66	6535.99								MISC
HUMAN RESOURCES TECHNICIAN		20		2	P	2756.60	3243.06	3729.52								MISC
HVAC TECHNICIAN		24	M	6	FL						2926.83	3073.69	3227.18	3388.63	3557.98	SEIU
ICMA FELLOW		18		2	P	2623.29	3086.22	3549.15								EGLE
INFORMATION TECHNOLOGY MANAGER	E	41		2	M	4357.02	5446.27	6535.52								EGLE
IT ANALYST I		26	C	2	P	3196.36	3760.42	4324.48								EGLE
IT ANALYST II	E	30	A	2	M	3320.61	4150.76	4980.91								EGLE
IT DESKTOP TECHNICIAN I		12	B	2	P	2261.80	2660.94	3060.08								EGLE

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
IT DESKTOP TECHNICIAN II		16	A 2	P	2496.81	2937.42	3378.03									EGLE
IT OPERATIONS MANAGER	E	39	A 2	M	4147.30	5184.13	6220.96									EGLE
JUNIOR ENGINEER (CIVIL)		26	3	P	3195.62	3759.55	4323.48									EGLE
LEAD POLICE RECORDS SPECIALIST		3	V	FL							2888.00	3030.86	3182.46	3339.92	3507.55	NPOA
LEAD PUBLIC SAFETY DISPATCHER		18	A II	P	3600.51	4235.89	4871.27									SEIU
LEGAL SECRETARY		18	A 2	P	2623.29	3086.22	3549.15									EGLE
LIBRARIAN I		15	4	P	2435.50	2865.29	3295.08									EGLE
LIBRARIAN II		19	4	P	2688.50	3162.94	3637.38									EGLE
LIBRARIAN III		23	4	P	2957.35	3479.23	4001.11									EGLE
LIBRARY ASSISTANT I		6	4	FL							1887.71	1981.63	2080.84	2185.34	2295.13	EGLE
LIBRARY ASSISTANT II		10	4	FL							2083.49	2187.99	2297.79	2411.55	2533.27	EGLE
LIBRARY ASSISTANT III		14	A 4	FL							2300.43	2415.52	2535.90	2664.23	2795.20	EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22	4	P	2895.40	3406.35	3917.30									EGLE
LIBRARY SERVICES DIRECTOR	E	0		DH				5527.28	8066.58	8873.24						ESMS
LIBRARY SERVICES MANAGER	E	35	4	M	3756.66	4695.82	5634.98									EGLE
MAYOR				Council		600.17										MI-CC
OFFICE ASSISTANT I		2	C 5	FL							1709.53	1796.83	1885.51	1979.45	2080.00	SEIU
OFFICE ASSISTANT I - CONF		2	5	FL							1709.53	1796.83	1885.51	1979.45	2080.00	MISC
OFFICE ASSISTANT II		6	C 5	FL							1886.84	1983.41	2081.33	2185.84	2294.36	SEIU
OFFICE ASSISTANT II-CONF		6	A 5	FL							1886.84	1983.41	2081.33	2185.84	2294.36	MISC
OFFICE ASSISTANT III		10	C 5	FL							2083.98	2188.50	2298.33	2412.12	2533.86	SEIU
OFFICE ASSISTANT III - CONF		10	5	FL							2083.98	2188.50	2298.33	2412.12	2533.86	MISC
OFFICE OF EMER SVCS COORD.		40	A VIII	P	4530.22	5329.67	6129.12									EGLE
PARKS MAINTENANCE WORKER I		10	M 6	FL							2072.07	2175.28	2283.79	2398.89	2517.96	SEIU
PARKS MAINTENANCE WORKER II		14	M 6	FL							2286.41	2401.55	2520.62	2647.64	2779.95	SEIU
PARKS MAINTENANCE WORKER III		18	M 6	FL							2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
PARKS MANAGER	E	26	B III	M	4302.98	5378.72	6454.46									EGLE
PARKS SECTION MANAGER	E	22	A III	M	3720.92	4651.15	5581.38									EGLE
PARKS SUPERVISOR		19	B III	P	3545.31	4170.95	4796.59									EGLE
PERFORMING ARTS ASSISTANT		11	A 4	FL							2136.41	2242.25	2354.67	2472.40	2596.78	EGLE
PERFORMING ARTS COORDINATOR		20	4	P	2755.96	3242.31	3728.66									EGLE
PERFORMING ARTS MANAGER	E	38	2	M	4045.82	5057.28	6068.74									EGLE
PERFORMING ARTS SUPERVISOR	E	26	4	M	3007.64	3759.55	4511.46									EGLE
PERMIT TECHNICIAN		17	C 3	FL							2474.32	2598.68	2728.36	2864.65	3007.54	SEIU
PLAN CHECK ENGINEER	E	34	2	M	3664.84	4581.05	5497.26									EGLE
PLANNING MANAGER/ZONING ADMIN.	E	43	2	M	4577.06	5721.33	6865.60									EGLE
POLICE ASSISTANT III-UNIFORMED		10	A 5	FL							2126.27	2231.76	2342.63	2457.50	2580.40	NPOA
POLICE ASSISTANT II-UNIFORMED		6	A 5	FL							1927.26	2024.77	2123.60	2229.11	2338.64	NPOA
POLICE ASSISTANT I-UNIFORMED		2	C 5	FL							1748.30	1836.43	1925.93	2020.75	2122.24	NPOA
POLICE CAPTAIN	E	2	VII	M	6254.38	7817.98	9381.58									PMGR
POLICE CAPTAIN-TIER 2	E	2	VII	M	6254.38	7817.98	8537.23									PMGR
POLICE CHIEF	E	1		DH				5701.24	9151.68	10066.85						ESPS
POLICE LIEUTENANT	E	1	VII	M	5438.86	6798.57	8158.28									PMGR

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					Min	Cntl. Pt.	Max*									
POLICE LIEUTENANT-TIER 2	E	1	VII	M	5438.86	6798.57	7587.20									PMGR
POLICE MEDIA/COMM REL COORD		31	2	P	3616.16	4254.30	4892.45									EGLE
POLICE OFFICER		1	VII	FL							3775.88	3963.09	4162.73	4368.57	4585.23	POA
POLICE OFFICER TRAINEE		5	V	FL							3596.07					NPOA
POLICE RECORDS SPECIALIST		1	V	FL							2581.86	2708.66	2844.25	2984.21	3132.92	NPOA
POLICE RECORDS SUPERVISOR		26	2	P	3245.72	3818.49	4391.26									NPOA
POLICE SERGEANT		3	VII	FL							4583.67	4811.15	5051.02	5303.26	5566.33	POA
POSTCLOSURE ENV SYSTEMS SPEC		26	M 6	FL							3075.02	3229.83	3391.27	3560.61	3737.93	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	M 6	FL							2524.56	2650.30	2782.62	2921.52	3068.42	SEIU
POSTCLOSURE SUPERVISOR		19	B III	P	3545.31	4170.95	4796.59									EGLE
PRINCIPAL CIVIL ENGINEER	E	42	3	M	4465.94	5582.43	6698.92									EGLE
PRINCIPAL FINANCIAL ANALYST	E	34	2	M	3665.70	4582.12	5498.54									MISC
PRINCIPAL IT ANALYST	E	37	2	M	3946.34	4932.92	5919.50									EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34	2	M	3665.70	4582.12	5498.54									MISC
PRINCIPAL PLANNER	E	39	2	M	4146.34	5182.93	6219.52									EGLE
PROGRAM ASSISTANT		16	C 5	FL							2416.08	2537.82	2664.84	2798.48	2937.42	SEIU
PROJECT MANAGER	E	34	2	M	3664.84	4581.05	5497.26									EGLE
PROPERTY & EVIDENCE SPECIALIST		2	A V	P	2853.36	3356.89	3860.42									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	3118.02	3668.26	4218.50									EGLE
PUBLIC SAFETY DISPATCHER I		12	A II	FL							2802.12	2941.51	3089.46	3243.06	3405.22	SEIU
PUBLIC SAFETY DISPATCHER II		15	A II	FL							3125.01	3281.46	3445.04	3617.15	3797.81	SEIU
PUBLIC SAFETY DISPATCHER III		16	A III	FL							3436.91	3608.75	3789.19	3978.64	4177.58	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	41	2	M	4357.02	5446.27	6535.52									EGLE
PUBLIC WORKS DIRECTOR	E	0		DH				5527.28	8066.58	8873.24						ESMS
PUBLIC WORKS INSPECTOR I		25	3	FL							3018.14	3168.98	3327.74	3494.46	3669.11	SEIU
PUBLIC WORKS INSPECTOR II		29	3	FL							3331.72	3498.46	3673.08	3857.02	4048.87	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2	M	4357.02	5446.27	6535.52									EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36	3	M	3851.08	4813.85	5776.62									EGLE
RECREATION COORDINATOR		16	4	P	2496.22	2936.73	3377.24									EGLE
RECREATION LEADER II		2	A IV	FL							1385.04	1453.83	1526.56	1603.32	1682.66	EGLE
RECREATION MANAGER	E	40	2	M	4250.06	5312.57	6375.08									EGLE
RECREATION SPECIALIST		7	B IV	FL							1767.33	1855.96	1948.57	2045.14	2148.32	EGLE
RECREATION SUPERVISOR	E	30	4	M	3319.83	4149.79	4979.75									EGLE
RISK MANAGER	E	38	2	M	4045.82	5057.28	6068.74									EGLE
SAFETY & TRAINING ADMINISTRATR		19	B III	P	3545.31	4170.95	4796.59									EGLE
SECRETARY		15	C 5	FL							2357.87	2476.95	2600.01	2729.69	2865.97	SEIU
SENIOR ACCOUNTANT	E	30	2	M	3320.61	4150.76	4980.91									MISC
SENIOR ASSISTANT CITY ATTORNEY	E	47	2	M	5052.22	6315.28	7578.34									EGLE
SENIOR BUILDING INSPECTOR		33	C 3	P	3795.83	4465.68	5135.53									SEIU
SENIOR CIVIL ENGINEER	E	38	3	M	4045.82	5057.28	6068.74									EGLE
SENIOR CODE ENF OFFICER		29	3	P	3441.54	4048.87	4656.20									SEIU
SENIOR DEPUTY CITY ATTORNEY	E	37	2	M	3946.34	4932.92	5919.50									EGLE
SENIOR FINANCIAL ANALYST-CONF	E	30	2	M	3320.61	4150.76	4980.91									MISC

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SENIOR HUMAN RESOURCES ANALYST	E	30	2	M	3320.61	4150.76	4980.91								MISC	
SENIOR IT ANALYST	E	34	A 2	M	3665.70	4582.12	5498.54								EGLE	
SENIOR IT DESKTOP TECHNICIAN		20	A 2	P	2756.60	3243.06	3729.52								EGLE	
SENIOR MANAGEMENT ANALYST	E	30	2	M	3319.83	4149.79	4979.75								EGLE	
SENIOR MANAGEMENT ANALYST-CONF	E	30	2	M	3320.61	4150.76	4980.91								MISC	
SENIOR PLANNER	E	32	2	M	3488.10	4360.12	5232.14								EGLE	
SENIOR POSTCLOSURE ENV SYS TECH		22	M 6	FL						2786.57	2925.52	3072.37	3225.87	3387.30	SEIU	
SENIOR PROJECT MANAGER	E	38	2	M	4045.82	5057.28	6068.74								EGLE	
SENIOR PUBLIC WORKS INSPECTOR		33	C 3	P	3795.83	4465.68	5135.53								SEIU	
SENIOR RECREATION COORDINATOR		20	4	P	2755.96	3242.31	3728.66								EGLE	
SENIOR STAGEHAND		3	4	FL						1752.79	1840.10	1932.69	2029.26	2131.12	EGLE	
SENIOR SYSTEMS SPECIALIST	E	37	2	M	3946.34	4932.92	5919.50								EGLE	
SENIOR TICKET SERVICES REP		1	4	FL						1668.12	1751.44	1840.10	1931.37	2027.93	EGLE	
SENIOR UTILITIES SYS TECH.		22	M 6	FL						2786.57	2925.52	3072.37	3225.87	3387.30	SEIU	
SENIOR WATER SYSTEM OPERATOR		25	M 6	FL						2999.99	3150.54	3307.85	3473.33	3646.93	SEIU	
SOLID WASTE PROGRAM MANAGER	E	25	A II	M	4004.54	5005.68	6006.82								EGLE	
STREET & LANDFILL CLOSURE MNGR	E	26	B III	M	4302.98	5378.72	6454.46								EGLE	
STREET LIGHTING TECHNICIAN		18	M 6	FL						2524.56	2650.30	2782.62	2921.52	3068.42	SEIU	
STREET MAINTENANCE WORKER I		10	M 6	FL						2072.07	2175.28	2283.79	2398.89	2517.96	SEIU	
STREET MAINTENANCE WORKER II		14	M 6	FL						2286.41	2401.55	2520.62	2647.64	2779.95	SEIU	
STREET MAINTENANCE WORKER III		18	M 6	FL						2524.56	2650.30	2782.62	2921.52	3068.42	SEIU	
STREET SUPERVISOR		19	B III	P	3545.31	4170.95	4796.59								EGLE	
STREETS TECHNICIAN		10	M 6	FL						2072.07	2175.28	2283.79	2398.89	2517.96	SEIU	
STREETSWEeper OPERATOR		16	M 6	FL						2402.85	2523.28	2648.96	2781.27	2920.20	SEIU	
SUPERVISING BUYER		28	2	P	3357.53	3950.04	4542.55								EGLE	
SYSTEMS COORDINATOR/TECHNICIAN		12	A II	P	2652.53	3120.62	3588.71								EGLE	
SYSTEMS SPECIALIST		28	2	P	3357.53	3950.04	4542.55								EGLE	
TRAFFIC ENGINEER	E	43	3	M	4577.06	5721.33	6865.60								EGLE	
TRAINING OFFICER I		1	VIII	FL						3517.32	3694.13	3878.42	4071.61	4275.17	MVFF	
TRANSPORTATION PLANNER	E	38	3	M	4045.82	5057.28	6068.74								EGLE	
TRANSPORTATION/BUSINESS MGR	E	46	2	M	4929.47	6161.84	7394.21								EGLE	
TREE SUPERVISOR/ARBORIST		20	B III	P	3675.74	4324.40	4973.06								EGLE	
TREE TRIMMER I		12	M 6	FL						2176.60	2285.12	2400.23	2519.30	2646.33	SEIU	
TREE TRIMMER II		16	M 6	FL						2402.85	2523.28	2648.96	2781.27	2920.20	SEIU	
TREE TRIMMER III		20	M 6	FL						2651.61	2783.92	2924.19	3069.72	3223.22	SEIU	
UTILITIES ELECTRICIAN		26	M 6	FL						3075.02	3229.83	3391.27	3560.61	3737.93	SEIU	
UTILITIES INSPECTOR LOCATOR		19	M 6	FL						2586.77	2716.45	2852.74	2995.65	3145.12	SEIU	
UTILITIES SERVICES MANAGER	E	26	B III	M	4302.98	5378.72	6454.46								EGLE	
UTILITIES SYSTEMS SPECIALIST		26	M 6	FL						3075.02	3229.83	3391.27	3560.61	3737.93	SEIU	
UTILITIES SYSTEMS SUPERVISOR		19	B III	P	3545.31	4170.95	4796.59								EGLE	
UTILITIES SYSTEMS TECHNICIAN		18	M 6	FL						2524.56	2650.30	2782.62	2921.52	3068.42	SEIU	
VOLUNTEER COORDINATOR		20	4	P	2755.96	3242.31	3728.66								EGLE	
WAREHOUSE WORKER		10	M 6	FL						2072.07	2175.28	2283.79	2398.89	2517.96	SEIU	

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					Min	Cntl. Pt.	Max*									
WASTEWATER SUPERVISOR		19	B	III	P	3545.31	4170.95	4796.59								EGLE
WASTEWATER UTILITY WORKER I		10	M	6	FL				2072.07	2175.28	2283.79	2398.89	2517.96			SEIU
WASTEWATER UTILITY WORKER II		14	M	6	FL				2286.41	2401.55	2520.62	2647.64	2779.95			SEIU
WASTEWATER UTILITY WORKER III		18	M	6	FL				2524.56	2650.30	2782.62	2921.52	3068.42			SEIU
WATER CONSERVATION COORD	E	30		2	M	3319.83	4149.79	4979.75								EGLE
WATER ENVIRONMENT SPECIALIST		14		III	P	3160.38	3718.09	4275.80								SEIU
WATER METER SUPERVISOR		19	B	III	P	3545.31	4170.95	4796.59								EGLE
WATER QUALITY TECHNICIAN		25	M	6	FL				2999.99	3150.54	3307.85	3473.33	3646.93			SEIU
WATER RESOURCES TECHNICIAN		19	M	6	FL				2586.77	2716.45	2852.74	2995.65	3145.12			SEIU
WATER SUPERVISOR		19	B	III	P	3545.31	4170.95	4796.59								EGLE
WATER SYSTEM OPERATOR		21	M	6	FL				2717.89	2853.52	2997.29	3146.48	3303.80			SEIU
WATER UTILITY WORKER I		12	M	6	FL				2176.60	2285.12	2400.23	2519.30	2646.33			SEIU
WATER UTILITY WORKER II		16	M	6	FL				2402.85	2523.28	2648.96	2781.27	2920.20			SEIU
WATER UTILITY WORKER III		20	M	6	FL				2651.61	2783.92	2924.19	3069.72	3223.22			SEIU
WILDLIFE PRESERVATION COORD		16		4	P	2496.22	2936.73	3377.24								EGLE

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

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

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

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

Update:	Revision Effective Date	City Council Approval Date	Notes:
New FY Salary Plan Effective Date	6/19/2016	6/23/2015 and 7/7/2015	Budget adoption updates; COLA updates from labor agreements.
Revision No. 1	6/19/2016	11/10/2015 and 10/25/2016	Compensation adjustments(COLA and merit) for City Manager and City Clerk; changes retro to 6/19/2016.
Revision No. 2	3/10/2017	2/14/2017	New positions approved and added to salary plan.
Revision No. 3	6/19/2016	10/13/2020	CalPERS requires position and payrate of Councilmember and Mayor classifications to be listed on salary plan.