

CITY OF MOUNTAIN VIEW  
RESOLUTION NO.  
SERIES 2021

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW  
AMENDING THE SALARY PLAN FOR  
REGULAR EMPLOYEES FOR FISCAL YEAR 2021-22

WHEREAS, as established by the electorate on November 4, 2014, and outlined in the City of Mountain View Charter, Part 1, Article V, Section 503, the City Council shall receive automatic annual adjustments based on the lesser of the San Francisco Bay Area Consumer Price Index (CPI) for urban wage earners or the average cost-of-living adjustment granted to the miscellaneous city employee bargaining groups and not to exceed five percent (5%) per year; and

WHEREAS, the automatic annual adjustment, effective June 27, 2021, is three percent (3%); and

WHEREAS, there is a need to reclassify existing classifications; and

WHEREAS, the City Manager has recommended these changes; and

WHEREAS, these changes need to be reflected in the City's Salary Plans for regular employees and elected officials;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Mountain View that the salary plan document listed as Exhibit A is approved and adopted with changes effective June 27, 2021:

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SCR/6/RESO  
032-11-16-21r

Exhibit: A. Fiscal Year 2021-22 Salary Plan, Revision 3

**City of Mountain View**  
**Salary Plan and Position Listing**  
**Fiscal Year 2021-22**  
Revision No. 3

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

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range	1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit		
					Control Point											
					Min	Cntl. Pt.	Max*									
COMMUNITY SERVICES DIRECTOR	E	0		DH				6,532.65	9,533.83	10,487.21				ESMS		
COMMUNITY SERVICES OFFICER		2	V	FL							3,113.46	3,270.29	3,432.22	3,601.10	3,778.59	NPOA
COPY CENTER TECHNICIAN		10	5	FL							2,462.45	2,585.98	2,715.75	2,850.20	2,994.06	EGLE
COUNCILMEMBER				Council		549.99										MI-CC
CRIME ANALYST		27	2	P	3,872.20	4,555.53	5,238.86									EGLE
CROSS CONNECTION CONTROL SPEC		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	C	5	FL						2,175.29	2,283.19	2,397.36	2,517.77	2,642.89	SEIU
DEP PUB WRKS DIR/ AST CTY ENG	E	46	3	M	5,826.11	7,282.64	8,739.17									EGLE
DEPUTY BUILDING OFFICIAL	E	35	2	M	4,439.97	5,549.96	6,659.95									EGLE
DEPUTY CITY ATTORNEY	E	36	2	M	4,552.62	5,690.77	6,828.92									MISC
DEPUTY CITY CLERK		22	2	P	3,422.04	4,025.93	4,629.82									EGLE
DEPUTY CITY MANAGER	E	42	2	M	5,279.51	6,599.39	7,919.27									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	7,396.23	9,245.29	11,094.35									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							5,671.68	5,955.90	6,253.50	6,566.38	6,894.52	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A	VIII	FL						5,758.20	6,042.42	6,340.02	6,652.90	6,981.04	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B	VIII	FL						5,832.36	6,116.58	6,414.18	6,727.06	7,055.20	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C	VIII	FL						5,869.44	6,153.67	6,451.27	6,764.14	7,092.29	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D	VIII	FL						5,889.22	6,173.44	6,471.05	6,783.92	7,112.06	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E	VIII	FL						5,968.31	6,252.54	6,550.14	6,863.01	7,191.16	MVFF
DEPUTY POLICE CHIEF	E	2	VII	M	7,644.95	9,556.19	11,467.43									PMGR
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	4,439.97	5,549.96	6,659.95									EGLE
DEV SRVCS COORD		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
DIGITAL ENGAGMNT MRKTING STRTGS	E	34	2	M	4,332.46	5,415.58	6,498.70									MISC
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2,462.45	2,585.98	2,715.75	2,850.20	2,994.06	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2,717.28	2,853.36	2,997.16	3,145.69	3,303.63	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							3,000.28	3,150.40	3,308.33	3,474.03	3,647.59	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3,422.87	4,026.90	4,630.94									MISC
ECONOMIC VITALITY MANAGER	E	43	2	M	5,409.61	6,762.01	8,114.41									EGLE
EMERGENCY COMMUNICATIONS MGR		39	2	M	4,900.54	6,125.68	7,350.82									EGLE
ENGINEERING ASSISTANT I		16	3	FL							2,852.43	2,994.76	3,144.85	3,302.81	3,467.01	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						3,149.55	3,307.52	3,473.27	3,646.84	3,828.27	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						3,481.10	3,654.69	3,837.66	4,030.01	4,230.18	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3,735.21	4,394.37	5,053.53									SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	31	2	M	4,023.43	5,029.29	6,035.15									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
EQUIPMENT MECHANIC I		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
EQUIPMENT MECHANIC II		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
EQUIPMENT MECHANIC III		24	M	6	FL						3,459.20	3,632.79	3,814.19	4,005.00	4,205.15	SEIU
EQUIPMENT SERVICE WORKER		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
EXECUTIVE ASSISTANT		18	C	2	P	3,101.18	3,648.45	4,195.72								SEIU
EXECUTIVE ASSISTANT - EAGLE		18	A	2	P	3,100.45	3,647.59	4,194.73								EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	3,422.87	4,026.90	4,630.94									MISC
EXECUTIVE ASST. TO THE CM		22	2	P	3,422.87	4,026.90	4,630.94									MISC
FACILITIES CONTRACT COORDINATR		26	2	P	3,776.88	4,443.39	5,109.90									EGLE
FACILITIES MAINT. SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FACILITIES MAINTENANCE I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
FACILITIES MAINTENANCE II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
FACILITIES MAINTENANCE III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
FACILITIES PROJECT MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
FINANCE AND ADMIN SVCS DIR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
FINANCIAL ANALYST I - CONF		23		2	P	3,507.91	4,126.95	4,745.99								MISC
FINANCIAL ANALYST II - CONF		27		2	P	3,872.20	4,555.53	5,238.86								MISC
FIRE CAPTAIN		12		VIII	FL						5,662.11	5,946.39	6,242.07	6,554.94	6,883.06	MVFF
FIRE CAPTAIN/HAZ MAT		15		VIII	FL						5,945.19	6,243.70	6,554.13	6,882.66	7,227.17	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15	A	VIII	FL						6,031.71	6,330.22	6,640.65	6,969.18	7,313.69	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15	B	VIII	FL						6,105.87	6,404.38	6,714.81	7,043.34	7,387.85	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15	C	VIII	FL						6,142.96	6,441.46	6,751.89	7,080.42	7,424.94	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15	D	VIII	FL						6,162.73	6,461.23	6,771.66	7,100.19	7,444.72	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15	E	VIII	FL						6,241.83	6,540.32	6,850.77	7,179.29	7,523.81	MVFF
FIRE CAPTAIN-LEVEL 1		12	A	VIII	FL						5,748.63	6,032.91	6,328.59	6,641.46	6,969.58	MVFF
FIRE CAPTAIN-LEVEL 2		12	B	VIII	FL						5,822.79	6,107.07	6,402.75	6,715.62	7,043.74	MVFF
FIRE CAPTAIN-LEVEL 3		12	C	VIII	FL						5,859.88	6,144.15	6,439.83	6,752.70	7,080.83	MVFF
FIRE CAPTAIN-LEVEL 4		12	D	VIII	FL						5,879.64	6,163.92	6,459.60	6,772.48	7,100.60	MVFF
FIRE CAPTAIN-LEVEL 5		12	E	VIII	FL						5,958.75	6,243.02	6,538.70	6,851.58	7,179.70	MVFF
FIRE CHIEF	E	1			DH				7,665.70	11,186.42	12,305.06					DHFI
FIRE ENGINEER		6		VIII	FL						4,853.32	5,094.92	5,350.97	5,618.00	5,899.58	MVFF
FIRE ENGINEER/HAZ MAT		9		VIII	FL						5,095.99	5,349.60	5,618.52	5,898.88	6,194.53	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9	A	VIII	FL						5,182.51	5,436.12	5,705.04	5,985.40	6,281.05	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2		9	B	VIII	FL						5,256.67	5,510.28	5,779.20	6,059.56	6,355.21	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3		9	C	VIII	FL						5,293.76	5,547.37	5,816.29	6,096.65	6,392.30	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4		9	D	VIII	FL						5,313.52	5,567.14	5,836.06	6,116.43	6,412.08	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5		9	E	VIII	FL						5,392.63	5,646.24	5,915.16	6,195.52	6,491.17	MVFF
FIRE ENGINEER/PARAMEDIC		11		VIII	FL						5,387.33	5,657.98	5,939.51	6,237.40	6,549.83	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 1		11	A	VIII	FL						5,473.85	5,744.50	6,026.03	6,323.92	6,636.35	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 2		11	B	VIII	FL						5,548.01	5,818.66	6,100.19	6,398.08	6,710.51	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 3		11	C	VIII	FL						5,585.09	5,855.74	6,137.27	6,435.17	6,747.59	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 4		11	D	VIII	FL						5,604.87	5,875.51	6,157.04	6,454.95	6,767.37	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 5		11	E	VIII	FL						5,683.97	5,954.61	6,236.15	6,534.04	6,846.47	MVFF
FIRE ENGINEER/PMEDIC/HM		8		VIII	FL						5,658.00	5,940.90	6,237.94	6,549.83	6,877.33	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		8	A	VIII	FL						5,744.52	6,027.42	6,324.46	6,636.35	6,963.85	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2		8	B	VIII	FL						5,818.68	6,101.58	6,398.62	6,710.51	7,038.01	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3		8	C	VIII	FL						5,855.76	6,138.67	6,435.71	6,747.59	7,075.09	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		8	D	VIII	FL						5,875.53	6,158.43	6,455.48	6,767.37	7,094.87	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		8	E	VIII	FL						5,954.63	6,237.54	6,534.58	6,846.47	7,173.97	MVFF
FIRE ENGINEER-LEVEL 1		6	A	VIII	FL						4,939.84	5,181.44	5,437.49	5,704.52	5,986.10	MVFF
FIRE ENGINEER-LEVEL 2		6	B	VIII	FL						5,014.00	5,255.60	5,511.65	5,778.68	6,060.26	MVFF
FIRE ENGINEER-LEVEL 3		6	C	VIII	FL						5,051.08	5,292.69	5,548.74	5,815.77	6,097.34	MVFF
FIRE ENGINEER-LEVEL 4		6	D	VIII	FL						5,070.85	5,312.45	5,568.52	5,835.55	6,117.12	MVFF
FIRE ENGINEER-LEVEL 5		6	E	VIII	FL						5,149.96	5,391.56	5,647.61	5,914.64	6,196.21	MVFF
FIRE MARSHAL NON-SAFETY	E	51		VIII	M	6,591.51	8,239.39	9,887.27								EGLE
FIRE PREVENTION OFFICER I		1		VIII	FL						4,299.33	4,515.47	4,740.72	4,976.86	5,225.68	MVFF

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

City of Mountain View  
Salary Plan and Position Listing  
Fiscal Year 2021-22  
Revision No. 3

Effective June 27, 2021

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
IT APPLICATIONS MANAGER	E	39	A	2	M	4,901.67	6,127.09	7,352.51								EGLE
IT DESKTOP TECHNICIAN I		13		2	P	2,739.39	3,222.81	3,706.23								EGLE
IT DESKTOP TECHNICIAN II		17		2	P	3,024.74	3,558.52	4,092.30								EGLE
IT OPERATIONS MANAGER	E	39	A	2	M	4,901.67	6,127.09	7,352.51								EGLE
JUNIOR ENGINEER (CIVIL)		26		3	P	3,776.88	4,443.39	5,109.90								EGLE
LEAD POLICE RECORDS SPECIALIST		3		V	FL					3,413.32	3,582.15	3,761.32	3,947.44	4,145.55		NPOA
LEAD PUBLIC SAFETY DISPATCHER		18	A	II	P	4,255.42	5,006.38	5,757.34								SEIU
LEGAL SECRETARY		18	A	2	P	3,101.18	3,648.45	4,195.72								MISC
LIBRARIAN I		15		4	P	2,878.49	3,386.46	3,894.43								EGLE
LIBRARIAN II		19		4	P	3,178.25	3,739.12	4,299.99								EGLE
LIBRARY ASSISTANT I		6		4	FL					2,231.07	2,342.09	2,459.32	2,582.84	2,712.61		EGLE
LIBRARY ASSISTANT II		10		4	FL					2,462.45	2,585.98	2,715.75	2,850.20	2,994.06		EGLE
LIBRARY ASSISTANT III		14	A	4	FL					2,718.86	2,854.89	2,997.16	3,148.83	3,303.63		EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22		4	P	3,422.04	4,025.93	4,629.82								EGLE
LIBRARY SERVICES DIRECTOR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
LIBRARY SERVICES MANAGER	E	35		4	M	4,439.97	5,549.96	6,659.95								EGLE
LIBRARY TECHNICIAN		1		4	FL					1,971.53	2,070.02	2,174.80	2,282.67	2,396.80		EGLE
MANAGEMENT FELLOW		18		2	P	3,100.45	3,647.59	4,194.73								EGLE
MAYOR					Council		687.52									MI-CC
OFFICE ASSISTANT I		2	C	5	FL					2,020.49	2,123.65	2,228.48	2,339.51	2,458.34		SEIU
OFFICE ASSISTANT I - CONF		2		5	FL					2,020.49	2,123.65	2,228.48	2,339.51	2,458.34		MISC
OFFICE ASSISTANT II		6	C	5	FL					2,230.03	2,344.19	2,459.90	2,583.43	2,711.69		SEIU
OFFICE ASSISTANT II-CONF		6	A	5	FL					2,230.03	2,344.19	2,459.90	2,583.43	2,711.69		MISC
OFFICE ASSISTANT III		10	C	5	FL					2,463.04	2,586.57	2,716.38	2,850.86	2,994.76		SEIU
OFFICE ASSISTANT III - CONF		10		5	FL					2,463.04	2,586.57	2,716.38	2,850.86	2,994.76		MISC
OFFICE OF EMER SVCS COORD.		40	A	VIII	P	5,354.24	6,299.11	7,243.98								EGLE
PARKS & OPEN SPACE MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59								EGLE
PARKS & OPEN SPACE WORKER I		3	M	6	FL					2,066.30	2,170.48	2,276.25	2,388.32	2,508.26		SEIU
PARKS & OPEN SPACE WORKER II		7	M	6	FL					2,277.81	2,393.06	2,509.86	2,634.56	2,764.04		SEIU
PARKS MAINTENANCE WORKER I		10	M	6	FL					2,448.96	2,570.94	2,699.20	2,835.23	2,975.96		SEIU
PARKS MAINTENANCE WORKER II		14	M	6	FL					2,702.30	2,838.37	2,979.10	3,129.23	3,285.61		SEIU
PARKS MAINTENANCE WORKER III		18	M	6	FL					2,983.76	3,132.37	3,288.76	3,452.93	3,626.55		SEIU
PARKS SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
PAYROLL ACCOUNTANT I		25		2	P	3,686.03	4,336.50	4,986.98								MISC
PAYROLL ACCOUNTANT II		29		2	P	4,068.87	4,786.91	5,504.95								MISC
PAYROLL TECHNICIAN		18		2	P	3,101.18	3,648.45	4,195.72								MISC
PERFORMING ARTS ASSISTANT		11	A	4	FL					2,525.00	2,650.11	2,782.97	2,922.11	3,069.12		EGLE
PERFORMING ARTS COORDINATOR		20		4	P	3,257.25	3,832.06	4,406.87								EGLE
PERFORMING ARTS MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59								EGLE
PERFORMING ARTS SUPERVISOR	E	26		4	M	3,554.71	4,443.39	5,332.07								EGLE
PERMIT TECHNICIAN		17	C	3	FL					2,924.39	3,071.37	3,224.63	3,385.71	3,554.59		SEIU
PLAN CHECK ENGINEER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
PLAN CHECK EXAMINER		30		3	P	4,168.91	4,904.60	5,640.29								EGLE
PLANNING BOARD CLERK		18	C	2	P	3,101.18	3,648.45	4,195.72								SEIU
PLANNING MANAGER/ZONING ADMIN	E	43		2	M	5,409.61	6,762.01	8,114.41								EGLE
POLICE ASSISTANT III-UNIFORMED		10	A	5	FL					2,513.02	2,637.71	2,768.74	2,904.50	3,049.77		NPOA

City of Mountain View  
Salary Plan and Position Listing  
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Revision No. 3

Effective June 27, 2021

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
POLICE ASSISTANT II-UNIFORMED		6	A	5	FL						2,277.81	2,393.06	2,509.86	2,634.56	2,764.04	NPOA
POLICE ASSISTANT I-UNIFORMED		2	C	5	FL						2,066.30	2,170.48	2,276.25	2,388.32	2,508.26	NPOA
POLICE CAPTAIN	E	2		VII	M	7,644.95	9,556.19	11,467.43								PMGR
POLICE CAPTAIN-TIER 2	E	2		VII	M	7,644.95	9,556.19	10,435.36								PMGR
POLICE CHIEF	E	1			DH				7,665.70	11,186.42	12,305.06					DHPO
POLICE LIEUTENANT	E	1		VII	M	6,648.09	8,310.11	9,972.13								PMGR
POLICE LIEUTENANT-TIER 2	E	1		VII	M	6,648.09	8,310.11	9,274.08								PMGR
POLICE MEDIA/COMM REL COORD		31		2	P	4,274.90	5,029.29	5,783.68								EGLE
POLICE OFFICER		1		VII	FL						4,615.39	4,844.21	5,088.24	5,339.85	5,604.69	POA
POLICE OFFICER TRAINEE		5		V	FL						4,250.17					NPOA
POLICE RECORDS SPECIALIST		1		V	FL						3,051.48	3,201.35	3,361.60	3,527.03	3,702.79	NPOA
POLICE RECORDS SUPERVISOR		26		2	P	3,836.09	4,513.05	5,190.01								NPOA
POLICE SERGEANT		3		VII	FL						5,602.77	5,880.84	6,174.03	6,482.36	6,803.91	POA
POSTCLOSURE ENV SYSTEMS SPEC		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
POSTCLOSURE SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
PRINCIPAL CIVIL ENGINEER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
PRINCIPAL FINANCIAL ANALYST	E	35		2	M	4,441.02	5,551.27	6,661.52								MISC
PRINCIPAL IT ANALYST	E	37		2	M	4,664.15	5,830.19	6,996.23								EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34		2	M	4,332.46	5,415.58	6,498.70								MISC
PRINCIPAL PLANNER	E	35		2	M	4,439.97	5,549.96	6,659.95								EGLE
PRINCIPAL PROJECT MANAGER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
PROGRAM ASSISTANT		16	C	5	FL						2,855.55	2,999.43	3,149.55	3,307.52	3,471.72	SEIU
PROJECT MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
PROPERTY & EVIDENCE SPECIALIST		2	A	V	P	3,372.38	3,967.50	4,562.63								NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25		2	P	3,685.18	4,335.50	4,985.83								EGLE
PUBLIC SAFETY DISP COORDINATOR		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
PUBLIC SAFETY DISPATCHER I		12	A	II	FL						3,477.38	3,650.39	3,833.99	4,024.60	4,225.84	SEIU
PUBLIC SAFETY DISPATCHER II		15	A	II	FL						3,878.09	4,072.27	4,275.24	4,488.83	4,713.03	SEIU
PUBLIC SAFETY DISPATCHER III		16	A	III	FL						4,265.17	4,478.42	4,702.34	4,937.45	5,184.32	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39		2	M	4,900.54	6,125.68	7,350.82								EGLE
PUBLIC SERVICES TECHNICIAN		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
PUBLIC SERVICES TRAINEE		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
PUBLIC WORKS DIRECTOR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
PUBLIC WORKS INSPECTOR I		25		3	FL						3,567.12	3,745.40	3,933.03	4,130.08	4,336.50	SEIU
PUBLIC WORKS INSPECTOR II		29		3	FL						3,937.74	4,134.81	4,341.18	4,558.58	4,785.33	SEIU
PURCH & SUPPORT SRVCS MGR	E	41		2	M	5,149.52	6,436.90	7,724.28								EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36		3	M	4,551.57	5,689.46	6,827.35								EGLE
RECREATION COORDINATOR		16		4	P	2,950.27	3,470.90	3,991.54								EGLE
RECREATION LEADER II		2	A	IV	FL						1,636.97	1,718.27	1,804.22	1,894.95	1,988.73	EGLE
RECREATION MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59								EGLE
RECREATION SPECIALIST		7	B	IV	FL						2,088.80	2,193.55	2,303.00	2,417.14	2,539.08	EGLE
RECREATION SUPERVISOR	E	30		4	M	3,923.68	4,904.60	5,885.52								EGLE
RISK MANAGER	E	39		2	M	4,900.54	6,125.68	7,350.82								EGLE
SAFETY & TRAINING ADMINISTRATR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
SECRETARY		15	C	5	FL						2,786.75	2,927.49	3,072.94	3,226.21	3,387.26	SEIU

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
SENIOR ACCOUNTANT	E	31	2	M	4,023.43	5,029.29	6,035.15								EGLE	
SENIOR ASSISTANT CITY ATTORNEY	E	50	2	M	6,430.74	8,038.42	9,646.10								MISC	
SENIOR BUILDING INSPECTOR		33	C	3	P	4,486.27	5,277.96	6,069.65							SEIU	
SENIOR CIVIL ENGINEER	E	38	3	M	4,781.73	5,977.16	7,172.59								EGLE	
SENIOR CODE ENF OFFICER		29	3	P	4,067.53	4,785.33	5,503.13								SEIU	
SENIOR DEPUTY CITY ATTORNEY	E	40	2	M	5,024.26	6,280.33	7,536.40								MISC	
SENIOR FINANCIAL ANALYST-CONF	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SENIOR HOUSING OFFICER	E	34	2	M	4,331.46	5,414.32	6,497.18								EGLE	
SENIOR IT ANALYST	E	35	2	M	4,439.97	5,549.96	6,659.95								EGLE	
SENIOR IT DESKTOP TECHNICIAN		21	2	P	3,339.11	3,928.36	4,517.61								EGLE	
SENIOR LIBRARIAN		23	4	P	3,495.27	4,112.08	4,728.89								EGLE	
SENIOR MANAGEMENT ANALYST	E	31	2	M	4,023.43	5,029.29	6,035.15								EGLE	
SENIOR MANAGEMENT ANALYST-CONF	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SENIOR PAYROLL ACCOUNTANT	E	33	2	M	4,227.37	5,284.21	6,341.05								MISC	
SENIOR PLANNER	E	32	2	M	4,122.55	5,153.19	6,183.83								EGLE	
SENIOR PROJECT MANAGER	E	38	2	M	4,781.73	5,977.16	7,172.59								EGLE	
SENIOR PUBLIC WORKS INSPECTOR		33	C	3	P	4,486.27	5,277.96	6,069.65							SEIU	
SENIOR RECREATION COORDINATOR		20	4	P	3,257.25	3,832.06	4,406.87								EGLE	
SENIOR STAGEHAND		3	4	FL						2,071.61	2,174.80	2,284.23	2,398.38	2,518.74	EGLE	
SENIOR SYSTEMS SPECIALIST	E	37	2	M	4,664.15	5,830.19	6,996.23								EGLE	
SENIOR TICKET SERVICES REP		1	4	FL						1,971.53	2,070.02	2,174.80	2,282.67	2,396.80	EGLE	
SENIOR UTILITIES SYS TECH.		22	M	6	FL					3,293.42	3,457.66	3,631.20	3,812.63	4,003.42	SEIU	
SENIOR WATER SYSTEM OPERATOR		25	M	6	FL					3,545.66	3,723.60	3,909.52	4,105.10	4,310.29	SEIU	
SHORELINE MANAGER	E	38	2	M	4,781.73	5,977.16	7,172.59								EGLE	
SOLID WASTE PROGRAM MANAGER	E	25	A	II	M	4,732.95	5,916.19	7,099.43							EGLE	
SR HUMAN RESOURCES ANALYST	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SR POSTCLOSURE ENV SYS TECH		22	M	6	FL					3,293.42	3,457.66	3,631.20	3,812.63	4,003.42	SEIU	
STREET & LANDFILL CLOSURE MNGR	E	26	B	III	M	5,085.66	6,357.07	7,628.48							EGLE	
STREET LIGHTING TECHNICIAN		18	M	6	FL					2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU	
STREET MAINTENANCE WORKER I		10	M	6	FL					2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU	
STREET MAINTENANCE WORKER II		14	M	6	FL					2,702.30	2,838.37	2,979.10	3,129.23	3,285.61	SEIU	
STREET MAINTENANCE WORKER III		18	M	6	FL					2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU	
STREET SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06							EGLE	
STREETSWEEPER OPERATOR		16	M	6	FL					2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU	
SUPERVISING BUYER		28	2	P	3,968.25	4,668.53	5,368.81								EGLE	
SUPERVISING PRKS & OPN SP WRKR		11	M	4	FL					2,509.95	2,635.05	2,766.44	2,905.58	3,051.05	SEIU	
SYSTEMS COORDINATOR/TECHNICIAN		12	A	II	P	3,135.00	3,688.24	4,241.48							EGLE	
SYSTEMS SPECIALIST		28	2	P	3,968.25	4,668.53	5,368.81								EGLE	
TRAFFIC ENGINEER	E	43	3	M	5,409.61	6,762.01	8,114.41								EGLE	
TRAINING OFFICER I		1	VIII	FL						4,299.33	4,515.47	4,740.72	4,976.86	5,225.68	MVFF	
TRANSPORTATION MANAGER	E	41	2	M	5,149.52	6,436.90	7,724.28								EGLE	
TRANSPORTATION PLANNER	E	38	3	M	4,781.73	5,977.16	7,172.59								EGLE	
TREE SUPERVISOR/ ARBORIST		20	B	III	P	4,344.34	5,110.99	5,877.64							EGLE	
TREE TRIMMER I		12	M	6	FL					2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU	
TREE TRIMMER II		16	M	6	FL					2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU	
TREE TRIMMER III		20	M	6	FL					3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU	



Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
UTILITIES ELECTRICIAN		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
UTILITIES INSPECTOR LOCATOR		19	M	6	FL						3,057.29	3,210.55	3,371.63	3,540.54	3,717.19	SEIU
UTILITIES SERVICES MANAGER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
UTILITIES SYSTEMS SPECIALIST		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
UTILITIES SYSTEMS SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
UTILITIES SYSTEMS TECHNICIAN		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
VOLUNTEER COORDINATOR		20		4	P	3,257.25	3,832.06	4,406.87								EGLE
WAREHOUSE WORKER		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
WASTEWATER SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
WASTEWATER UTILITY WORKER I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
WASTEWATER UTILITY WORKER II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
WASTEWATER UTILITY WORKER III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
WATER OPERATIONS SPECIALIST		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
WATER QUALITY SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
WATER QUALITY TECHNICIAN		25	M	6	FL						3,545.66	3,723.60	3,909.52	4,105.10	4,310.29	SEIU
WATER RESOURCE MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
WATER RESOURCES TECHNICIAN		19	M	6	FL						3,057.29	3,210.55	3,371.63	3,540.54	3,717.19	SEIU
WATER SUPERINTENDENT	E	22	A	III	M	4,397.74	5,497.17	6,596.60								EGLE
WATER SYSTEM OPERATOR		21	M	6	FL						3,212.26	3,372.56	3,542.48	3,718.80	3,904.74	SEIU
WATER UTILITY WORKER I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
WATER UTILITY WORKER II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
WATER UTILITY WORKER III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
WEBSITE COORDINATOR		31		2	P	4,274.90	5,029.29	5,783.68								EGLE
WILDLIFE PRESERVATION COORD		16		4	P	2,950.27	3,470.90	3,991.54								EGLE

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

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

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

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

Update:	Revision Effective Date	City Council Approval Date	Notes:
New FY Salary Plan Effective Date	06/27/2021	06/22/2021	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/27/2021	08/24/2021	Adjustments correcting the manual calculations
Revision No. 2	06/27/2021	10/26/2021	City Manager merit increase adjustment
Revision No. 3	06/27/2021	11/16/2021	Mayor & Council COLA, Chief Communications Officer & Chief Sustain & Rslnce Officer adjustments