

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2024

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

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

WHEREAS, a successor MOU has been negotiated; and

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

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

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

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

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

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

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

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

7. Holidays: Upon City Council adoption of a resolution amending City-observed holidays, anticipated by January 1, 2025, the City shall observe 13 scheduled eight-hour paid holidays each calendar year, which adds Cesar Chavez Day and Juneteenth (hereinafter individually "New Holiday" or collectively "New Holidays"). In the event that a resolution adding the New Holidays to the Citywide holiday schedule has not been adopted before the date one or both of these New Holidays occur, EAGLES employees will receive one eight-hour floating holiday for the New Holiday(s) that occurred before adoption.

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

9. Front-line Employee Development Funds: Effective Fiscal Year 2024-25, front-line employees represented by EAGLES will be eligible for \$600 reimbursement for professional development related to municipal/government professions such as training, conferences, and other educational programs.

10. Bilingual Pay: Effective the pay period including July 1, 2024, or the first pay period following council adoption, whichever is later, employees who meet the criteria, as determined by the Human Resources Department, shall be entitled to receive \$300 per month (\$138.46 biweekly based on 26 pay periods in one year).

11. Sick Leave Incentive: In 2012, EAGLES employees agreed to reduce their sick leave incentive benefit during an economic downturn. This benefit will be restored effective the first

pay period ending in July 2024, or the pay period following council adoption, whichever is later. Employees who do not use sick leave for each payroll calendar quarter shall provide eight (8) hours of vacation per quarter.

12. Personal Leave: Effective the payroll calendar year following MOU adoption, EAGLES employees shall be allowed to convert an additional eight (8) hours of accrued sick leave for the purpose of community volunteering or any other personal leave purpose (total of 24 hours per payroll calendar year).

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

14. Compensatory Time Off: The annual payout of Compensatory Time Off for eligible employees will be automatically processed in the last pay period of December of each year to address the constructive receipt issue.

15. Other Changes: Cleanup and modification of MOU language to make updates and address operational issues and/or compliance in a variety of areas, including labor/management committee, certification pay, floating holiday, leave payouts, out-of-class pay, and uniforms; and be it

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

LB/4/RESO/032-06-25-24r-5

Exhibit: A. Fiscal Year 2024-25 Salary Plan, Revision 1

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2024-25
 Revision No. 1

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		08	C	5	FL											2,560.85	2,686.85	2,823.41	2,963.43	3,112.24	SEIU	
ACCOUNT CLERK I - CONF		08		5	FL												2,663.28	2,794.32	2,936.35	3,081.97	3,236.73	MISC
ACCOUNT CLERK II		12	C	5	FL												2,823.41	2,965.19	3,115.69	3,271.48	3,434.29	SEIU
ACCOUNT CLERK II-CONF.		12		5	FL												2,936.33	3,083.79	3,240.32	3,402.34	3,571.66	MISC
ACCOUNTANT I		23	A	2	P	3,983.87	4,686.90	5,389.94														EGLE
ACCOUNTANT II		27		2	P	4,397.59	5,173.63	5,949.67														EGLE
ACCOUNTING MANAGER	E	40		2	M	5,705.95	7,132.44	8,558.93														MISC
ACCOUNTING TECHNICIAN		16	C	2	FL							3,118.26	3,275.38	3,439.31	3,611.82	3,791.12					SEIU	
ADMINISTRATIVE AIDE		19		2	P	3,609.47	4,246.44	4,883.41														EGLE
ADMINISTRATIVE ASSISTANT		11	C	5	FL							2,754.54	2,892.86	3,039.70	3,191.69	3,350.53					SEIU	
ADMINISTRATIVE ASSISTANT-CONF		11		5	FL							2,864.72	3,008.57	3,161.29	3,319.36	3,484.55					MISC	
ADVANCED PLANNING MANAGER	E	41		2	M	5,848.20	7,310.25	8,772.30														EGLE
AFFORDABLE HOUSING MANAGER	E	43		2	M	6,143.58	7,679.47	9,215.36														EGLE
ANALYST I		23	A	2	P	3,983.87	4,686.90	5,389.94														EGLE
ANALYST I-CONF		23		2	P	3,983.87	4,686.90	5,389.94														MISC
ANALYST II		27		2	P	4,397.59	5,173.63	5,949.67														EGLE
ANALYST II-CONF		27		2	P	4,397.59	5,173.63	5,949.67														MISC
ASSISTANT BUILDING INSPECTOR		23		3	FL							3,707.45	3,893.57	4,088.24	4,293.18	4,506.63					SEIU	
ASSISTANT BUYER		20		2	FL							3,579.59	3,758.93	3,947.15	4,144.25	4,351.99					EGLE	
ASSISTANT CITY ATTORNEY	E	47		2	M	6,782.96	8,478.70	10,174.44														MISC
ASSISTANT CITY CLERK	E	31		2	M	4,569.33	5,711.66	6,853.99														EGLE
ASSISTANT CITY MANAGER	E	01			DH				9,458.81	11,823.51	13,005.86											ESMS
ASSISTANT COMM. SVCS. DIRECTOR	E	46		3	M	6,616.60	8,270.75	9,924.90														EGLE
ASSISTANT ENGINEER (CIVIL)		32		3	P	4,974.51	5,852.37	6,730.23														EGLE
ASSISTANT IT DIRECTOR	E	46		2	M	6,616.60	8,270.75	9,924.90														EGLE
ASSISTANT LIBRARY DIRECTOR		46		4	M	6,616.60	8,270.75	9,924.90														EGLE
ASSISTANT PLANNER		25		2	P	4,185.18	4,923.74	5,662.30														EGLE
ASSISTANT PROJECT MANAGER	E	32		2	M	4,681.90	5,852.37	7,022.84														EGLE
ASSISTANT PUBLIC WORKS DIR.	E	51		3	M	7,485.85	9,357.31	11,228.77														EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A	II	M	5,575.26	6,969.07	8,362.88														MISC
ASSOCIATE ENGINEER (CIVIL)		36		3	P	5,492.20	6,461.41	7,430.62														EGLE
ASSOCIATE PLANNER		29		2	P	4,619.87	5,435.14	6,250.41														EGLE
ASST COMMUNITY DEVELOPMENT DIR	E	46		2	M	6,616.60	8,270.75	9,924.90														EGLE
ASST FINANCE & ADM SVCS DIR	E	48		2	M	6,952.06	8,690.07	10,428.08														MISC
BATTALION CHIEF	E	04		VIII	M	8,076.67	10,095.84	12,115.01														FMGR
BATTALION CHIEF-TIER 2	E	04		VIII	M	8,076.67	10,095.84	11,266.96														FMGR
BUILDING INSPECTOR I		25		3	FL							3,895.30	4,089.98	4,294.87	4,510.04	4,735.45					SEIU	
BUILDING INSPECTOR II		29		3	FL							4,300.02	4,515.21	4,740.57	4,977.97	5,225.58					SEIU	
BUYER		24		2	FL							3,951.46	4,149.04	4,356.47	4,574.29	4,803.00					EGLE	
CHIEF BLDG OFFICIAL	E	44		3	M	6,297.18	7,871.47	9,445.76														EGLE
CHIEF COMMUNICATIONS OFFICER	E	46		2	M	6,618.14	8,272.68	9,927.22														MISC
CHIEF SUSTAIN & RSLNCE OFFICER	E	46		2	M	6,616.60	8,270.75	9,924.90														EGLE
CIO/INFORMATION TECHNOLOGY DIR	E	00			DH				8,921.76	11,152.20	12,267.42											ESMS
CITY ATTORNEY	E	00			DH		13,413.54															CA

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*									
CITY CLERK	E	00		DH		8,409.72										CC
CITY MANAGER	E	00		DH		16,252.32										CM
CODE ENFORCEMENT OFFICER I		23	3	FL							3,707.45	3,893.57	4,088.24	4,293.18	4,506.63	SEIU
CODE ENFORCEMENT OFFICER II		27	3	FL							4,093.40	4,296.58	4,511.79	4,737.16	4,974.55	SEIU
COMMUNICATION COORDINATOR		31	2	P	4,854.91	5,711.66	6,568.41									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	00		DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY OUTREACH SPECIALIST		07	B								2,372.21	2,491.17	2,615.48	2,745.10	2,883.58	EGLE
COMMUNITY SERVICES DIRECTOR	E	00		DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY SERVICES OFFICER		02	V	FL							3,535.90	3,714.00	3,897.90	4,089.71	4,291.27	NPOA
COMMUNITY SVCS PROJECT ADMIN		29	2	P	4,619.87	5,435.14	6,250.41									EGLE
COPY CENTER TECHNICIAN		10	5	FL							2,796.55	2,936.85	3,084.22	3,236.92	3,400.29	EGLE
COUNCILMEMBER				COUNCIL		621.61										COUN
CRIME ANALYST		27	2	P	4,397.59	5,173.63	5,949.67									EGLE
CROSS CONNECTION CONTROL SPEC		19	M	6	FL						3,338.56	3,505.92	3,681.82	3,866.27	4,059.17	SEIU
CUSTOMER SERVICE SUPERVISOR		22	2	P	3,886.34	4,572.17	5,258.00									EGLE
CUSTOMER SVC. REPRESENTATIVE		05	C	5	FL	-	-				2,375.41	2,493.24	2,617.92	2,749.41	2,886.03	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	48	3	M	6,958.22	8,697.78	10,437.34									EGLE
DEPUTY BUILDING OFFICIAL	E	36	2	M	5,169.13	6,461.41	7,753.69									EGLE
DEPUTY CITY ATTORNEY	E	37	2	M	5,298.21	6,622.76	7,947.31									MISC
DEPUTY CITY CLERK		22	2	P	3,886.34	4,572.17	5,258.00									EGLE
DEPUTY CITY MANAGER	E	46	2	M	6,618.14	8,272.68	9,927.22									MISC
DEPUTY COMMUNICATIONS OFFICER	E	34	2	M	4,920.29	6,150.36	7,380.43									MISC
DEPUTY FIRE CHIEF	E	07	VIII	M	8,692.53	10,865.66	13,038.79									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							6,503.14	6,829.04	7,170.27	7,529.01	7,905.26	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A	VIII	FL						6,625.43	6,951.32	7,292.54	7,651.29	8,027.53	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B	VIII	FL						6,710.47	7,036.36	7,377.58	7,736.33	8,112.57	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C	VIII	FL						6,752.98	7,078.87	7,420.10	7,778.84	8,155.10	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D	VIII	FL						6,775.66	7,101.54	7,442.78	7,801.52	8,177.77	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E	VIII	FL						6,866.35	7,192.25	7,533.48	7,892.21	8,268.47	MVFF
DEPUTY ZONING ADMINISTRATOR	E	36	2	M	5,169.13	6,461.41	7,753.69									EGLE
DEV SRVCS COORD		33	C	3	P	4,899.00	5,763.53	6,628.06								SEIU
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2,796.55	2,936.85	3,084.22	3,236.92	3,400.29	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							3,085.96	3,240.50	3,403.82	3,572.49	3,751.86	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							3,407.35	3,577.85	3,757.21	3,945.39	4,142.50	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3,887.27	4,573.26	5,259.25									MISC
ECONOMIC DEVELPMNT STRATEGIST	E	33	2	M	4,799.81	5,999.76	7,199.71									EGLE
ECONOMIC VITALITY MANAGER	E	43	2	M	6,143.58	7,679.47	9,215.36									EGLE
EMERGENCY COMMUNICATIONS MGR		39	2	M	5,565.45	6,956.81	8,348.17									EGLE
ENGINEERING ASSISTANT I		16	3	FL							3,114.85	3,270.28	3,434.17	3,606.67	3,785.97	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						3,439.31	3,611.82	3,792.81	3,982.35	4,180.47	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						3,801.37	3,990.92	4,190.72	4,400.77	4,619.36	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	4,078.85	4,798.65	5,518.45									SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	4,899.00	5,763.53	6,628.06								SEIU
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	4,758.70	5,598.47	6,438.24								EGLE

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
EQUIPMENT MECHANIC I	16	M	6	FL							3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU
EQUIPMENT MECHANIC II	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
EQUIPMENT MECHANIC III	24	M	6	FL							3,777.45	3,967.01	4,165.10	4,373.46	4,592.03	SEIU
EQUIPMENT SERVICE WORKER	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
EXECUTIVE ASSISTANT	18	C	2	P	3,386.49	3,984.10	4,581.72									SEIU
EXECUTIVE ASST. TO THE CA	22		2	P	3,887.27	4,573.26	5,259.25									MISC
EXECUTIVE ASST. TO THE CM	22		2	P	3,887.27	4,573.26	5,259.25									MISC
FACILITIES CONTRACT COORDINATR	26		2	P	4,289.33	5,046.27	5,803.21									EGLE
FACILITIES MAINT. SUPERVISOR	19	B	III	P	4,758.70	5,598.47	6,438.24									EGLE
FACILITIES MAINTENANCE I	12	M	6	FL							2,809.20	2,949.23	3,097.81	3,251.48	3,415.42	SEIU
FACILITIES MAINTENANCE II	16	M	6	FL							3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU
FACILITIES MAINTENANCE III	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
FACILITIES PROJECT MANAGER	E 36		2	M	5,169.13	6,461.41	7,753.69									EGLE
FINANCE AND ADMIN SVCS DIR	E 00			DH	-			8,921.76	11,152.20	12,267.42						ESMS
FINANCE MANAGER	E 40		2	M	5,705.95	7,132.44	8,558.93									MISC
FINANCIAL ANALYST I	23	A	2	P	3,983.87	4,686.90	5,389.94									EGLE
FINANCIAL ANALYST I - CONF	23		2	P	3,983.87	4,686.90	5,389.94									MISC
FINANCIAL ANALYST II	27		2	P	4,397.59	5,173.63	5,949.67									EGLE
FINANCIAL ANALYST II - CONF	27		2	P	4,397.59	5,173.63	5,949.67									MISC
FIRE CAPTAIN	12		VIII	FL							6,492.18	6,818.13	7,157.16	7,515.90	7,892.12	MVFF
FIRE CAPTAIN/HAZ MAT	15		VIII	FL							6,816.76	7,159.03	7,514.97	7,891.65	8,286.67	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1	15	A	VIII	FL							6,915.96	7,258.23	7,614.17	7,990.87	8,385.87	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2	15	B	VIII	FL							7,000.99	7,343.26	7,699.20	8,075.90	8,470.91	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3	15	C	VIII	FL							7,043.52	7,385.77	7,741.71	8,118.41	8,513.44	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4	15	D	VIII	FL							7,066.18	7,408.44	7,764.38	8,141.08	8,536.12	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5	15	E	VIII	FL							7,156.88	7,499.13	7,855.09	8,231.77	8,626.80	MVFF
FIRE CAPTAIN-LEVEL 1	12	A	VIII	FL							6,614.46	6,940.42	7,279.44	7,638.17	8,014.40	MVFF
FIRE CAPTAIN-LEVEL 2	12	B	VIII	FL							6,699.49	7,025.45	7,364.48	7,723.21	8,099.44	MVFF
FIRE CAPTAIN-LEVEL 3	12	C	VIII	FL							6,742.01	7,067.96	7,406.98	7,765.73	8,141.95	MVFF
FIRE CAPTAIN-LEVEL 4	12	D	VIII	FL							6,764.67	7,090.63	7,429.65	7,788.40	8,164.63	MVFF
FIRE CAPTAIN-LEVEL 5	12	E	VIII	FL							6,855.39	7,181.33	7,520.36	7,879.11	8,255.32	MVFF
FIRE CHIEF	E 01			DH				10,774.13	13,467.67	14,814.44						DHFI
FIRE ENGINEER	06		VIII	FL							5,564.82	5,841.84	6,135.42	6,441.60	6,764.46	MVFF
FIRE ENGINEER/HAZ MAT	09		VIII	FL							5,843.06	6,133.85	6,442.20	6,763.65	7,102.65	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1	09	A	VIII	FL							5,965.36	6,256.14	6,564.48	6,885.94	7,224.92	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2	09	B	VIII	FL							6,050.37	6,341.16	6,649.51	6,970.97	7,309.96	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3	09	C	VIII	FL							6,092.91	6,383.70	6,692.03	7,013.50	7,352.50	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4	09	D	VIII	FL							6,115.57	6,406.37	6,714.70	7,036.18	7,375.17	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5	09	E	VIII	FL							6,206.27	6,497.05	6,805.41	7,126.87	7,465.86	MVFF
FIRE ENGINEER/PARAMEDIC	11		VIII	FL							6,177.12	6,487.45	6,810.25	7,151.80	7,510.03	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 1	11	A	VIII	FL							6,299.39	6,609.72	6,932.52	7,274.09	7,632.32	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 2	11	B	VIII	FL							6,384.43	6,694.75	7,017.56	7,359.12	7,717.35	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 3	11	C	VIII	FL							6,426.94	6,737.27	7,060.08	7,401.65	7,759.87	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 4	11	D	VIII	FL							6,449.62	6,759.94	7,082.74	7,424.33	7,782.55	MVFF

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FIRE ENGINEER/PARAMEDIC-LEVEL 5		11	E VIII	FL							6,540.32	6,850.63	7,173.45	7,515.01	7,873.24	MVFF
FIRE ENGINEER/PMEDIC/HM		08	VIII	FL							6,487.47	6,811.83	7,152.42	7,510.03	7,885.55	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		08	A VIII	FL							6,609.75	6,934.12	7,274.71	7,632.32	8,007.83	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2		08	B VIII	FL							6,694.77	7,019.16	7,359.73	7,717.35	8,092.87	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3		08	C VIII	FL							6,737.29	7,061.67	7,402.27	7,759.87	8,135.37	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		08	D VIII	FL							6,759.96	7,084.33	7,424.93	7,782.55	8,158.05	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		08	E VIII	FL							6,850.65	7,175.05	7,515.63	7,873.24	8,248.76	MVFF
FIRE ENGINEER-LEVEL 1		06	A VIII	FL							5,687.10	5,964.12	6,257.70	6,563.89	6,886.74	MVFF
FIRE ENGINEER-LEVEL 2		06	B VIII	FL							5,772.13	6,049.16	6,342.74	6,648.91	6,971.77	MVFF
FIRE ENGINEER-LEVEL 3		06	C VIII	FL							5,814.65	6,091.67	6,385.27	6,691.44	7,014.30	MVFF
FIRE ENGINEER-LEVEL 4		06	D VIII	FL							5,837.32	6,114.33	6,407.95	6,714.12	7,036.98	MVFF
FIRE ENGINEER-LEVEL 5		06	E VIII	FL							5,928.03	6,205.05	6,498.63	6,804.80	7,127.65	MVFF
FIRE MARSHAL NON-SAFETY	E	51	VIII	M	7,485.85	9,357.31	11,228.77									EGLE
FIRE PREVENTION OFFICER I		01	VIII	FL							4,929.61	5,177.43	5,435.71	5,706.47	5,991.76	MVFF
FIRE PREVENTION OFFICER II		03	VIII	FL							5,173.31	5,431.52	5,704.37	5,987.60	6,287.47	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL							6,014.66	6,314.58	6,631.18	6,962.27	7,310.09	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	5,848.20	7,310.25	8,772.30									EGLE
FIREFIGHTER		02	VIII	FL							5,071.22	5,325.31	5,591.89	5,870.98	6,164.63	MVFF
FIREFIGHTER LEVEL 1		02	A VIII	FL							5,193.51	5,447.59	5,714.16	5,993.26	6,286.92	MVFF
FIREFIGHTER LEVEL 2		02	B VIII	FL							5,278.54	5,532.62	5,799.20	6,078.29	6,371.96	MVFF
FIREFIGHTER LEVEL 3		02	C VIII	FL							5,321.06	5,575.13	5,841.74	6,120.81	6,414.48	MVFF
FIREFIGHTER LEVEL 4		02	D VIII	FL							5,343.74	5,597.81	5,864.39	6,143.48	6,437.15	MVFF
FIREFIGHTER LEVEL 5		02	E VIII	FL							5,434.42	5,688.50	5,955.10	6,234.19	6,527.84	MVFF
FIREFIGHTER/HAZ MAT		05	VIII	FL							5,324.80	5,591.55	5,871.48	6,164.49	6,472.86	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		05	A VIII	FL							5,447.09	5,713.84	5,993.77	6,286.76	6,595.16	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		05	B VIII	FL							5,532.12	5,798.88	6,078.80	6,371.79	6,680.18	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		05	C VIII	FL							5,574.64	5,841.38	6,121.32	6,414.30	6,722.71	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		05	D VIII	FL							5,597.32	5,864.06	6,143.99	6,436.98	6,745.37	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		05	E VIII	FL							5,688.01	5,954.76	6,234.68	6,527.68	6,836.08	MVFF
FIREFIGHTER/MEDIC/HAZMAT		04	VIII	FL							5,908.63	6,203.86	6,514.36	6,840.27	7,181.41	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		04	A VIII	FL							6,030.92	6,326.15	6,636.65	6,962.55	7,303.70	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		04	B VIII	FL							6,115.95	6,411.19	6,721.68	7,047.59	7,388.72	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		04	C VIII	FL							6,158.47	6,453.70	6,764.21	7,090.10	7,431.24	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		04	D VIII	FL							6,181.15	6,476.37	6,786.89	7,112.77	7,453.92	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		04	E VIII	FL							6,271.83	6,567.07	6,877.56	7,203.47	7,544.60	MVFF
FIREFIGHTER/PARAMEDIC		07	VIII	FL							5,627.32	5,908.47	6,204.19	6,514.54	6,839.44	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		07	A VIII	FL							5,749.61	6,030.75	6,326.46	6,636.82	6,961.71	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		07	B VIII	FL							5,834.64	6,115.79	6,411.50	6,721.85	7,046.75	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		07	C VIII	FL							5,877.17	6,158.30	6,454.04	6,764.36	7,089.26	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		07	D VIII	FL							5,899.84	6,180.96	6,476.70	6,787.04	7,111.92	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		07	E VIII	FL							5,990.52	6,271.67	6,567.39	6,877.74	7,202.64	MVFF
FLEET AND FACILITIES MANAGER	E	25	B III	M	5,568.28	6,960.35	8,352.42									EGLE
HAZ MAT INSPECTOR NON SAFETY		30	VIII	P	4,734.54	5,570.05	6,405.56									EGLE
HAZARDOUS MAT SPEC NON SAFETY		40	A VIII	P	6,080.71	7,153.78	8,226.85									EGLE

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
HEAVY EQUIPMENT OPERATOR	18	M	6	FL							3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU
HEAVY EQUIPMENT SPECIALIST	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
HOUSING DIRECTOR	E 00			DH				8,921.76	11,152.20	12,267.42						ESMS
HOUSING OFFICER	E 32		2	M	4,681.90	5,852.37	7,022.84									EGLE
HOUSING SPECIALIST I	24		2	P	4,082.55	4,803.00	5,523.45									EGLE
HOUSING SPECIALIST II	28		2	P	4,506.67	5,301.96	6,097.25									EGLE
HUMAN RESOURCES ANALYST I	23		2	P	3,983.87	4,686.90	5,389.94									MISC
HUMAN RESOURCES ANALYST II	27		2	P	4,397.59	5,173.63	5,949.67									MISC
HUMAN RESOURCES DIRECTOR	E 00			DH				8,921.76	11,152.20	12,267.42						ESMS
HUMAN RESOURCES MANAGER	E 42		2	M	5,995.83	7,494.79	8,993.75									MISC
HUMAN RESOURCES TECHNICIAN	20		2	P	3,700.05	4,353.00	5,005.95									MISC
HUMAN SERVICES MANAGER	E 34	A	2	M	4,920.29	6,150.36	7,380.43									EGLE
INFORMATION TECHNOLOGY MANAGER	E 42		2	M	5,994.42	7,493.03	8,991.64									EGLE
IT ANALYST I	27		2	P	4,397.59	5,173.63	5,949.67									EGLE
IT ANALYST II	E 31		2	M	4,569.33	5,711.66	6,853.99									EGLE
IT APPLICATIONS MANAGER	E 39	A	2	M	5,566.73	6,958.41	8,350.09									EGLE
IT DESKTOP TECHNICIAN I	13		2	P	3,111.07	3,660.08	4,209.09									EGLE
IT DESKTOP TECHNICIAN II	17		2	P	3,435.15	4,041.35	4,647.55									EGLE
IT OPERATIONS MANAGER	E 39	A	2	M	5,566.73	6,958.41	8,350.09									EGLE
JUNIOR ENGINEER (CIVIL)	28		3	P	4,506.67	5,301.96	6,097.25									EGLE
JUNIOR PLANNER	21		2	P	3,792.16	4,461.36	5,130.56									EGLE
LEAD POLICE RECORDS SPECIALIST	03		V	FL							3,876.44	4,068.18	4,271.66	4,483.02	4,708.02	NPOA
LEAD PUBLIC SAFETY DISPATCHER	18	A	II	P	4,646.92	5,466.97	6,287.02									SEIU
LEAD SECURITY SERVICES GUARD	07	M	6	FL							2,487.37	2,613.22	2,740.76	2,876.94	3,018.33	SEIU
LEGAL SECRETARY	18	A	2	P	3,521.94	4,143.46	4,764.98									MISC
LIBRARIAN I	15		4	P	3,269.04	3,845.93	4,422.82									EGLE
LIBRARIAN II	19		4	P	3,609.47	4,246.44	4,883.41									EGLE
LIBRARY ASSISTANT I	06		4	FL							2,533.77	2,659.86	2,793.00	2,933.28	3,080.66	EGLE
LIBRARY ASSISTANT II	10		4	FL							2,796.55	2,936.85	3,084.22	3,236.92	3,400.29	EGLE
LIBRARY CUSTOMER SERVICE SUPRV	22		4	P	3,886.34	4,572.17	5,258.00									EGLE
LIBRARY DIRECTOR	E 00			DH				8,921.76	11,152.20	12,267.42						ESMS
LIBRARY MANAGER	E 35		4	M	5,042.38	6,302.98	7,563.58									EGLE
LIBRARY TECHNICIAN	01		4	FL							2,239.03	2,350.88	2,469.88	2,592.38	2,722.00	EGLE
MANAGEMENT FELLOW	18		2	P	3,521.13	4,142.50	4,763.88									EGLE
MAYOR				COUNCIL		777.06										COUN
OFFICE ASSISTANT	07	C	5	FL							2,498.39	2,621.32	2,754.54	2,891.15	3,036.33	SEIU
OFFICE ASSISTANT-CONF	07		5	FL							2,598.33	2,726.17	2,864.72	3,006.80	3,157.78	MISC
OFFICE OF EMER SVCS COORD.	40	A	VIII	P	6,080.71	7,153.78	8,226.85									EGLE
PARALEGAL	19		2	P	3,609.47	4,246.44	4,883.41									MISC
PARKS & OPEN SPACE MANAGER	E 38		2	M	5,430.51	6,788.14	8,145.77									EGLE
PARKS & OPEN SPACE WORKER I	03	M	6	FL							2,256.40	2,370.16	2,485.66	2,608.05	2,739.02	SEIU
PARKS & OPEN SPACE WORKER II	07	M	6	FL							2,487.37	2,613.22	2,740.76	2,876.94	3,018.33	SEIU
PARKS MAINTENANCE WORKER I	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
PARKS MAINTENANCE WORKER II	14	M	6	FL							2,950.92	3,099.50	3,253.18	3,417.12	3,587.89	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*									
PARKS MAINTENANCE WORKER III	18	M	6	FL							3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU
PARKS SUPERVISOR	19	B	III	P	4,758.70	5,598.47	6,438.24									EGLE
PAYROLL ACCOUNTANT I	25		2	P	4,186.14	4,924.87	5,663.60									MISC
PAYROLL ACCOUNTANT II	29		2	P	4,620.94	5,436.40	6,251.86									MISC
PAYROLL TECHNICIAN	18		2	P	3,521.94	4,143.46	4,764.98									MISC
PERFORMING ARTS ASSISTANT	11	A	4	FL							2,867.59	3,009.68	3,160.56	3,318.59	3,485.54	EGLE
PERFORMING ARTS COORDINATOR	20		4	P	3,699.19	4,351.99	5,004.79									EGLE
PERFORMING ARTS MANAGER	E 38		2	M	5,430.51	6,788.14	8,145.77									EGLE
PERFORMING ARTS SUPERVISOR	E 26		4	M	4,037.02	5,046.27	6,055.52									EGLE
PERMIT TECHNICIAN	18	C	3	FL							3,278.79	3,442.72	3,613.50	3,794.51	3,984.10	SEIU
PLAN CHECK ENGINEER	E 34		2	M	4,919.15	6,148.94	7,378.73									EGLE
PLAN CHECK EXAMINER	30		3	P	4,734.54	5,570.05	6,405.56									EGLE
PLANNING BOARD CLERK	18	C	2	P	3,386.49	3,984.10	4,581.72									SEIU
POLICE ASSISTANT III-UNIFORMED	10	A	5	FL							2,853.99	2,995.60	3,144.41	3,298.58	3,463.56	NPOA
POLICE ASSISTANT II-UNIFORMED	06	A	5	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	NPOA
POLICE ASSISTANT I-UNIFORMED	02	C	5	FL							2,346.66	2,464.97	2,585.09	2,712.37	2,848.58	NPOA
POLICE CAPTAIN	E 02		VII	M	8,765.70	10,957.13	13,148.56									PMGR
POLICE CAPTAIN-TIER 2	E 02		VII	M	8,765.70	10,957.13	11,965.19									PMGR
POLICE CHIEF	E 01			DH				10,774.13	13,467.67	14,814.44						DHPO
POLICE LIEUTENANT	E 01		VII	M	7,622.70	9,528.37	11,434.04									PMGR
POLICE LIEUTENANT-TIER 2	E 01		VII	M	7,622.70	9,528.37	10,633.66									PMGR
POLICE MEDIA/COMM REL COORD	31		2	P	4,854.91	5,711.66	6,568.41									EGLE
POLICE OFFICER	01		VII	FL							5,292.01	5,554.37	5,834.18	6,122.67	6,426.34	POA
POLICE OFFICER TRAINEE	05		V	FL							4,826.84					NPOA
POLICE RECORDS SPECIALIST	01		V	FL							3,465.50	3,635.72	3,817.70	4,005.58	4,205.19	NPOA
POLICE RECORDS SUPERVISOR	26		2	P	4,356.57	5,125.38	5,894.19									NPOA
POLICE SERGEANT	03		VII	FL							6,424.14	6,742.97	7,079.14	7,432.68	7,801.36	POA
POSTCLOSURE ENV SYSTEMS SPEC	26	M	6	FL							3,968.70	4,168.51	4,376.87	4,595.41	4,824.29	SEIU
POSTCLOSURE ENV SYSTEMS TECH	18	M	6	FL							3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU
POSTCLOSURE SUPERVISOR	19	B	III	P	4,758.70	5,598.47	6,438.24									EGLE
PRINCIPAL CIVIL ENGINEER	E 44		3	M	6,297.18	7,871.47	9,445.76									EGLE
PRINCIPAL FINANCIAL ANALYST	E 35		2	M	5,043.57	6,304.46	7,565.35									MISC
PRINCIPAL FIRE PROT ENGINEER	E 43		2	M	6,143.58	7,679.47	9,215.36									EGLE
PRINCIPAL IT ANALYST	E 37		2	M	5,296.98	6,621.23	7,945.48									EGLE
PRINCIPAL MANAGEMENT ANALYST	E 34		2	M	4,920.29	6,150.36	7,380.43									MISC
PRINCIPAL PLANNER	E 36		2	M	5,169.13	6,461.41	7,753.69									EGLE
PRINCIPAL PROJECT MANAGER	E 44		3	M	6,297.18	7,871.47	9,445.76									EGLE
PROGRAM ASSISTANT	16	C	5	FL							3,118.26	3,275.38	3,439.31	3,611.82	3,791.12	SEIU
PROJECT MANAGER	E 36		2	M	5,169.13	6,461.41	7,753.69									EGLE
PROPERTY & EVIDENCE SPECIALIST	02	A	V	P	3,829.95	4,505.82	5,181.69									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC	25		2	P	4,185.18	4,923.74	5,662.30									EGLE
PUBLIC SAFETY DISP COORDINATOR	33	C	3	P	4,899.00	5,763.53	6,628.06									SEIU
PUBLIC SAFETY DISPATCHER I	12	A	II	FL							3,797.30	3,986.23	4,186.72	4,394.86	4,614.62	SEIU
PUBLIC SAFETY DISPATCHER II	15	A	II	FL							4,234.87	4,446.92	4,668.56	4,901.80	5,146.63	SEIU

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2024-25
Revision No. 1

Effective June 23, 2024

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PUBLIC SAFETY DISPATCHER III	16	A	III	FL							4,657.57	4,890.43	5,134.96	5,391.69	5,661.28	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E 39		2	M	5,565.45	6,956.81	8,348.17									EGLE
PUBLIC SERVICES TECHNICIAN	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
PUBLIC SERVICES TRAINEE	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
PUBLIC WORKS DIRECTOR	E 00			DH				8,921.76	11,152.20	12,267.42						ESMS
PUBLIC WORKS INSPECTOR I	25		3	FL							3,895.30	4,089.98	4,294.87	4,510.04	4,735.45	SEIU
PUBLIC WORKS INSPECTOR II	29		3	FL							4,300.02	4,515.21	4,740.57	4,977.97	5,225.58	SEIU
PURCH & SUPPORT SRVCS MGR	E 41		2	M	5,848.20	7,310.25	8,772.30									EGLE
REAL PROPERTY PROGRAM ADMIN.	E 38		3	M	5,430.51	6,788.14	8,145.77									EGLE
RECREATION COORDINATOR	16		4	P	3,350.56	3,941.83	4,533.10									EGLE
RECREATION LEADER II	02	A	IV	FL							1,859.07	1,951.40	2,049.02	2,152.06	2,258.57	EGLE
RECREATION MANAGER	E 38		2	M	5,430.51	6,788.14	8,145.77									EGLE
RECREATION SPECIALIST	07	B	IV	FL							2,372.21	2,491.17	2,615.48	2,745.10	2,883.58	EGLE
RECREATION SUPERVISOR	E 30		4	M	4,456.04	5,570.05	6,684.06									EGLE
RENT STABILIZATION MANAGER	E 43		2	M	6,143.58	7,679.47	9,215.36									EGLE
RISK MANAGER	E 40		2	M	5,704.63	7,130.79	8,556.95									EGLE
SAFETY & TRAINING ADMINISTRATR	19	B	III	P	4,758.70	5,598.47	6,438.24									EGLE
SENIOR ACCOUNTANT	E 31		2	M	4,569.33	5,711.66	6,853.99									EGLE
SENIOR ADMINISTRATIVE ASSIST	15	C	5	FL							3,043.13	3,196.81	3,355.65	3,523.02	3,698.88	SEIU
SENIOR ASSISTANT CITY ATTORNEY	E 51		2	M	7,485.84	9,357.30	11,228.76									MISC
SENIOR BUILDING INSPECTOR	33	C	3	P	4,899.00	5,763.53	6,628.06									SEIU
SENIOR CIVIL ENGINEER	E 40		3	M	5,704.63	7,130.79	8,556.95									EGLE
SENIOR CODE ENF OFFICER	29		3	P	4,441.74	5,225.58	6,009.42									SEIU
SENIOR DEPUTY CITY ATTORNEY	E 41		2	M	5,848.64	7,310.80	8,772.96									MISC
SENIOR FINANCIAL ANALYST-CONF	E 31		2	M	4,569.33	5,711.66	6,853.99									MISC
SENIOR HAZ MAT SPECIALIST - NS	42	A	VIII	P	6,388.55	7,515.94	8,643.33									EGLE
SENIOR HOUSING OFFICER	E 34		2	M	4,919.15	6,148.94	7,378.73									EGLE
SENIOR IT ANALYST	E 35		2	M	5,042.38	6,302.98	7,563.58									EGLE
SENIOR IT DESKTOP TECHNICIAN	21		2	P	3,792.16	4,461.36	5,130.56									EGLE
SENIOR LIBRARIAN	23		4	P	3,969.51	4,670.01	5,370.51									EGLE
SENIOR LIBRARY ASSISTANT	14	A	4	FL							3,087.75	3,242.24	3,403.82	3,576.06	3,751.86	EGLE
SENIOR MANAGEMENT ANALYST	E 31		2	M	4,569.33	5,711.66	6,853.99									EGLE
SENIOR MANAGEMENT ANALYST-CONF	E 31		2	M	4,569.33	5,711.66	6,853.99									MISC
SENIOR OUTREACH COORDINATOR	20		4	P	3,699.19	4,351.99	5,004.79									EGLE
SENIOR PAYROLL ACCOUNTANT	E 33		2	M	4,800.94	6,001.17	7,201.40									MISC
SENIOR PERMIT TECHNICIAN	23		3	FL							3,707.45	3,893.57	4,088.24	4,293.18	4,506.63	SEIU
SENIOR PLANNER	E 33		2	M	4,799.81	5,999.76	7,199.71									EGLE
SENIOR PROJECT MANAGER	E 40		2	M	5,704.63	7,130.79	8,556.95									EGLE
SENIOR PUBLIC WORKS INSPECTOR	33	C	3	P	4,899.00	5,763.53	6,628.06									SEIU
SENIOR RECREATION COORDINATOR	20		4	P	3,699.19	4,351.99	5,004.79									EGLE
SENIOR STAGEHAND	03		4	FL							2,352.69	2,469.88	2,594.16	2,723.79	2,860.49	EGLE
SENIOR SYSTEMS SPECIALIST	E 37		2	M	5,296.98	6,621.23	7,945.48									EGLE
SENIOR TICKET SERVICES REP	01		4	FL							2,239.03	2,350.88	2,469.88	2,592.38	2,722.00	EGLE
SENIOR UTILITIES SYS TECH.	23	M	6	FL							3,686.32	3,870.15	4,064.40	4,267.47	4,481.03	SEIU

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
SENIOR WATER SYSTEM OPERATOR	26	M	6	FL							3,968.70	4,168.51	4,376.87	4,595.41	4,824.29	SEIU
SHORELINE MANAGER	E 38		2	M	5,430.51	6,788.14	8,145.77									EGLE
SOLID WASTE PROGRAM MANAGER	E 25	A	II	M	5,375.12	6,718.90	8,062.68									EGLE
SR HUMAN RESOURCES ANALYST	E 31		2	M	4,569.33	5,711.66	6,853.99									MISC
SR POSTCLOSURE ENV SYS TECH	22	M	6	FL							3,596.41	3,775.76	3,965.27	4,163.39	4,371.73	SEIU
STREET & LANDFILL CLOSURE MNGR	E 26	B	III	M	5,775.68	7,219.60	8,663.52									EGLE
STREET LIGHTING TECHNICIAN	18	M	6	FL							3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU
STREET MAINTENANCE WORKER I	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
STREET MAINTENANCE WORKER II	14	M	6	FL							2,950.92	3,099.50	3,253.18	3,417.12	3,587.89	SEIU
STREET MAINTENANCE WORKER III	18	M	6	FL							3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU
STREET SUPERVISOR	19	B	III	P	4,758.70	5,598.47	6,438.24									EGLE
STREETSWEeper OPERATOR	16	M	6	FL							3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU
SUPERVISING BUYER	28		2	P	4,506.67	5,301.96	6,097.25									EGLE
SUPERVISING PRKS & OPN SP WRKR	11	M	4	FL							2,740.87	2,877.47	3,020.95	3,172.89	3,331.74	SEIU
SUSTAINABILITY PROGRAM MANAGER	E 34		2	M	4,919.15	6,148.94	7,378.73									EGLE
SYSTEMS COORDINATOR/TECHNICIAN	12	A	II	P	3,560.36	4,188.66	4,816.96									EGLE
SYSTEMS SPECIALIST	28		2	P	4,506.67	5,301.96	6,097.25									EGLE
TRAFFIC ENGINEER	E 45		3	M	6,454.61	8,068.26	9,681.91									EGLE
TRAINING OFFICER I	01		VIII	FL							4,929.61	5,177.43	5,435.71	5,706.47	5,991.76	MVFF
TRANSPORTATION MANAGER	E 44		2	M	6,297.18	7,871.47	9,445.76									EGLE
TRANSPORTATION PLANNER	E 40		3	M	5,704.63	7,130.79	8,556.95									EGLE
TREE TRIMMER I	12	M	6	FL							2,809.20	2,949.23	3,097.81	3,251.48	3,415.42	SEIU
TREE TRIMMER II	16	M	6	FL							3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU
TREE TRIMMER III	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
URBAN FOREST COORDINATOR	16		2	P	3,350.56	3,941.83	4,533.10									EGLE
URBAN FOREST MANAGER	E 38		2	M	5,430.51	6,788.14	8,145.77									EGLE
URBAN FOREST SUPERVISOR	20	B	III	P	4,933.78	5,804.45	6,675.12									EGLE
UTILITIES ELECTRICIAN	27	M	6	FL							4,067.92	4,272.72	4,486.29	4,710.30	4,944.90	SEIU
UTILITIES INSPECTOR LOCATOR	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
UTILITIES SERVICES MANAGER	E 42		3	M	5,994.42	7,493.03	8,991.64									EGLE
UTILITIES SYSTEMS SPECIALIST	27	M	6	FL							4,067.92	4,272.72	4,486.29	4,710.30	4,944.90	SEIU
UTILITIES SYSTEMS SUPERVISOR	20	A	III	P	4,877.67	5,738.43	6,599.19									EGLE
UTILITIES SYSTEMS TECHNICIAN	19	M	6	FL							3,338.56	3,505.92	3,681.82	3,866.27	4,059.17	SEIU
WAREHOUSE WORKER	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
WASTEWATER SUPERVISOR	20	A	III	P	4,877.67	5,738.43	6,599.19									EGLE
WASTEWATER UTILITY WORKER I	13	M	6	FL							2,879.43	3,022.97	3,175.26	3,332.76	3,500.81	SEIU
WASTEWATER UTILITY WORKER II	17	M	6	FL							3,178.07	3,336.87	3,504.21	3,680.11	3,862.85	SEIU
WASTEWATER UTILITY WORKER III	21	M	6	FL							3,507.78	3,682.84	3,868.38	4,060.93	4,263.98	SEIU
WATER OPERATIONS SPECIALIST	27	M	6	FL							4,067.92	4,272.72	4,486.29	4,710.30	4,944.90	SEIU
WATER QUALITY TECHNICIAN	26	M	6	FL							3,968.70	4,168.51	4,376.87	4,595.41	4,824.29	SEIU
WATER RESOURCE MANAGER	E 34		2	M	4,919.15	6,148.94	7,378.73									EGLE
WATER RESOURCES TECHNICIAN	19	M	6	FL							3,338.56	3,505.92	3,681.82	3,866.27	4,059.17	SEIU
WATER SUPERINTENDENT	E 22	A	III	M	5,119.28	6,399.10	7,678.92									EGLE
WATER SUPERVISOR	20	A	III	P	4,877.67	5,738.43	6,599.19									EGLE

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
WATER SYSTEM OPERATOR		22	M	6	FL						3,596.41	3,775.76	3,965.27	4,163.39	4,371.73	SEIU
WATER UTILITY WORKER I		13	M	6	FL						2,879.43	3,022.97	3,175.26	3,332.76	3,500.81	SEIU
WATER UTILITY WORKER II		17	M	6	FL						3,178.07	3,336.87	3,504.21	3,680.11	3,862.85	SEIU
WATER UTILITY WORKER III		21	M	6	FL						3,507.78	3,682.84	3,868.38	4,060.93	4,263.98	SEIU
WEBSITE COORDINATOR		31		2	P	4,854.91	5,711.66	6,568.41								MISC
WILDLIFE PRESERVATION COORD		16		4	P	3,350.56	3,941.83	4,533.10								EGLE

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

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

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

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

Update:	Revision Effective Date	City Council Approval Date	Notes:
New FY Salary Plan Effective Date	06/23/2024	06/25/2024	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/23/2024	06/25/2024	EAGLES MOU adoption salary adjustments