

CITY OF MOUNTAIN VIEW  
RESOLUTION NO.  
SERIES 2019

A RESOLUTION APPROVING COMPENSATION INCREASES FOR THE CITY CLERK AND CITY MANAGER FOR PERFORMANCE DURING FISCAL YEAR 2018-19, AND ADOPTING A REVISED SALARY PLAN LISTED AS EXHIBIT A TO REFLECT THESE COMPENSATION CHANGES

WHEREAS, the City Council of the City of Mountain View that the City Council has recently completed the performance evaluations for the City Clerk and City Manager for Fiscal Year 2018-19.

WHEREAS, based on the City Council's review of their performance, the following compensation adjustments shall be made for Fiscal Year 2019-20, effective June 30, 2019:

City Clerk: 3.0 percent cost-of-living increase for Fiscal Year 2019-20.  
4.0 percent merit increase for Fiscal Year 2019-20.  
3.0 percent equity adjustment for Fiscal Year 2019-20 to bring compensation for the position in line with the market.  
A one-time contribution of 21 hours of leave time for Fiscal Year 2019-20.  
One-time leave contributions must be used by Pay Period 2 of 2020 or they will be cashed out with Pay Period 2 payroll.

City Manager: 3.0 percent cost-of-living increase for Fiscal Year 2019-20.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Mountain View that all other benefits previously conferred upon the City Council appointees shall continue in full force.

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KED/1/RESO  
033-09-24-19r-1

Exhibit: A. Revised City of Mountain View Salary Plan

City of Mountain View  
 Salary Plan and Position Listing  
 Fiscal Year 2019 - 2020  
 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*									
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
BATTALION 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
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			11926.08										CM
CODE ENFORCEMENT OFFICER I		23	3 FL								3200.20	3360.86	3528.90	3705.81	3890.05	SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
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
COMMUNICATIONS OPERATIONS SPRV		35	2 P		4489.95	5282.29	6074.63									NPOA
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
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 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
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

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
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	
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	

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					Control Point			Dept. Head Salary Range								
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
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
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

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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*									
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
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
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

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					Sal Plan	Control Point		Min	Std.	Max**						
						Min	Cntl. Pt.	Max*								
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	
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						3121.69	3276.99	3441.81	3612.92	3793.58	SEIU	
PUBLIC SAFETY DISPATCHER II		15 A	II	FL						3481.41	3655.71	3837.93	4029.68	4230.94	SEIU	
PUBLIC SAFETY DISPATCHER III		16 A	III	FL						3828.89	4020.32	4221.34	4432.40	4654.02	SEIU	

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PUBLIC SAFETY SUPPORT SRVS MGR	E	41	2 M		4853.92	6067.40	7280.88								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
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



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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
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	
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	

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
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								EGL	

\*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.

\*\*\*\*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
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