

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 CITY OF MOUNTAIN VIEW'S SALARY PLANS FOR REGULAR AND HOURLY EMPLOYEES

WHEREAS, on November 10, 2015, the City Council adopted an ordinance increasing Mountain View's minimum wage per the regional Consumer Price Index (CPI) annually, which will increase Mountain View's minimum wage to \$19.20 effective January 1, 2025; and

WHEREAS, on June 23, 2024, the Mountain View City Council adopted a resolution establishing hourly and regular employee compensation for the period of July 1, 2024 through June 30, 2025; and

WHEREAS, the City's Salary Plan for Hourly Employees, adopted July 1, 2024, includes one classification below the 2025 Mountain View minimum wage; and

WHEREAS, there is a need to update the City's Salary Plan for Regular Employees to correct the classification listing for IT Analyst II and Finance Manager and reflect previously approved compensation for career incentive Levels 1 through 5 effective the pay period including July 1, 2024; and

WHEREAS, there is a need to update the City's Salary Plan for Regular Employees effective September 1, 2024 to reflect the approved reclassification of the Police Media and Community Relations Analyst; and

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

RESOLVED: that the City Council of the City of Mountain View adopts the revised salary plan documents attached hereto and incorporated herein as Exhibit A effective January 1, 2025; and be it

FURTHER RESOLVED: that the City Council of the City of Mountain View adopts the revised salary plan document attached hereto and incorporated herein as Exhibit B effective the pay period including July 1, 2024; and be it

FURTHER RESOLVED: that the City Council of the City of Mountain View adopts the revised salary plan document attached hereto and incorporated herein as Exhibit C effective September 1, 2024.

LB/4/RESO
035-12-10-24r

- Exhibits:
- A. Fiscal Year 2024-25 Salary Plan for Hourly Employees, Revision 1
 - B. Fiscal Year 2024-25 Salary Plan for Regular Employees, Revision 3
 - C. Fiscal Year 2024-25 Salary Plan for Regular Employees, Revision 4

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2024-2025
Revision No. 1

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3		
ACCOUNT CLERK I	33.29 /	40.46				HRMM	31
ACCOUNT CLERK II	36.71 /	44.65				HRMM	34
ACCOUNTANT I	48.59 /	65.77				HRMM	55
ACCOUNTANT II	53.62 /	72.55				HRMM	63
ACCOUNTING TECHNICIAN	40.55 /	49.28				HRMM	39
ADMINISTRATIVE AIDE	44.01 /	59.54				HRMM	49
ADMINISTRATIVE ASSIST	35.82 /	43.58				HRMM	33
AFTER SCHOOL EDU SPEC I	22.40 /	26.88				HRMM	9
AFTER SCHOOL EDU SPEC II	24.64 /	29.59				HRMM	20
AFTER SCHOOL EDU SPEC III	30.80 /	36.98				HRMM	7
ANALYST I	48.59 /	65.76				HRMM	56
ANALYST II	53.62 /	72.54				HRMM	64
AQUATICS HD LIFEGUARD	25.69 /	29.48				HRMM	13
AQUATICS LIFEGUARD I	21.21 /	24.38				HRMM	3
AQUATICS LIFEGUARD II	23.38 /	26.96				HRMM	12
AQUATICS POOL ATTEND.	19.64 /	21.69				HRMM	1
AQUATICS POOL SUPV	28.30 /	32.46				HRMM	17
AQUATICS WTR EXERC IN	28.48 /	39.48				HRMM	27
AQUATICS WTR SFTY INS	22.30 /	25.67				HRMM	8
ASSISTANT ENGR(CIVIL)	62.13 /	84.06				HRMM	71
ASSISTANT PLANNER	52.30 /	70.78				HRMM	60
ASSOCIATE ENGR(CIVIL)	68.61 /	92.81				HRMM	74
ASSOCIATE PLANNER	57.74 /	78.11				HRMM	69
BUILDING ATTENDANT	19.64 /	22.63				HRMM	2
CLERICAL AIDE	19.64 /	22.63				HRMM	2
CUSTOMER SERVICE REP	30.89 /	37.51				HRMM	90
DOCUMENT PROC SPECIAL	46.26 /	62.55				HRMM	53
DOCUMENT PROC SUPRVSR	48.62 /	65.77				HRMM	57
DOCUMENT PROC TECH I	34.94 /	42.50				HRMM	32
DOCUMENT PROC TECH II	38.57 /	46.89				HRMM	38
ENGINEERING ASST I	40.51 /	49.22				HRMM	41
ENGINEERING ASST II	44.71 /	54.33				HRMM	51
ENGINEERING ASST III	49.42 /	60.06				HRMM	58
EQUIPMENT MECH I	40.29 /	48.99				HRMM	79
EQUIPMENT MECH II	44.50 /	54.09				HRMM	80
EQUIPMENT MECH III	49.11 /	59.71				HRMM	81
EXECUTIVE ASSISTANT	44.01 /	65.76				HRMM	48
HOUSE MANAGER	26.10 /	31.74				HRMM	22
INSPECTOR I	41.11 /	61.57				HRMM	44
INSPECTOR II	55.90 /	67.93				HRMM	68

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2024-2025
Revision No. 1

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3		
IT ANALYST I	53.63 /	72.55				HRMM	65
IT ANALYST II	55.72 /	83.56				HRMM	67
IT DESKTOP TECH I	37.94 /	51.34				HRMM	37
IT DESKTOP TECH II	41.89 /	56.69				HRMM	46
JUNIOR ENGR (CIVIL)	56.31 /	76.17				HRMM	96
JUNIOR PLANNER	47.40 /	64.13				HRMM	73
LABORER I	21.03 /	30.86				HRMM	14
LABORER II	28.89 /	46.65				HRMM	25
LABORER III	42.34 /	51.49				HRMM	47
LEAD PUBLIC SFTY DISP	60.40 /	81.74				HRMM	82
LIBRARIAN	40.87 /	61.04				HRMM	43
LIBRARY ASST	31.67 /	46.89				HRMM	30
LIBRARY HOMEWORK ASST	22.40 /	26.88				HRMM	9
LIBRARY PAGE	19.64 /	22.63				HRMM	2
LIBRARY TECH. AIDE	22.40 /	26.88				HRMM	9
LIBRARY TECHNICIAN	24.18 /	34.17				HRMM	86
OFFICE ASSISTANT	32.45 /	39.46				HRMM	29
PARKS MAINT WRKR I	34.79 /	42.24				HRMM	83
PARKS MAINT WRKR II	38.38 /	46.65				HRMM	84
PARKS MAINT WRKR III	42.34 /	51.48				HRMM	85
PLANNING MANAGER	78.73 /	118.07				HRMM	78
POLICE ASSISTANT I	25.20 /	33.56				HRMM	21
POLICE ASSISTANT II	31.19 /	37.88				HRMM	28
POLICE RECORDS SPEC	47.03 /	57.14				HRMM	54
POLICE RESERVE	/		19.20	66.15	99.23	HRFT	1
PRINCIPAL CVL ENGINR	78.66 /	118.02				HRMM	77
PRINCIPAL PLANNER	64.61 /	96.92				HRMM	76
PRKS & OPN SP WRKR I	25.20 /	33.56				HRMM	21
PRKS & OPN SP WRKR II	31.19 /	37.88				HRMM	28
PROGRAM ASSISTANT	40.54 /	49.28				HRMM	42
PUB SFTY DISP II CTO	59.19 /	71.93				HRMM	94
PUB SFTY DISP II OT	82.59 /	100.36				HRMM	93
PUB SFTY DISP II OT/CTO	88.77 /	107.89				HRMM	95
PUBLIC SAFETY DISP I	49.37 /	59.99				HRMM	62
PUBLIC SAFETY DISP II	55.05 /	66.91				HRMM	91
PUBLIC SAFETY DISP III	60.55 /	73.59				HRMM	92
REC. LEADER AIDE	19.64 /	21.69				HRMM	1
REC. LEADER I	21.25 /	25.63				HRMM	5
REC. LEADER II	22.34 /	27.15				HRMM	11
REC. SPECIALIST	28.51 /	34.65				HRMM	10

**City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2024-2025
Revision No. 1**

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3		
RECREATION COORD	41.88 /	56.68				HRMM	45
RECREATION SUPERVSR	50.45 /	75.71				HRMM	59
SENIOR ADMIN ANALYST	55.70 /	83.55				HRMM	66
SENIOR CIVIL ENGINEER	71.27 /	106.90				HRMM	75
SENIOR INFO TECH ANAL	61.53 /	92.27				HRMM	72
SENIOR INFO TECH DSKT	46.26 /	62.55				HRMM	53
SENIOR LIBRARY PAGE	21.30 /	25.57				HRMM	6
SENIOR PLANNER	59.98 /	90.00				HRMM	70
SENIOR RECREATION CRD	46.25 /	62.54				HRMM	52
SHOP ASSISTANT	19.64 /	22.63				HRMM	2
SKILLED TRADES I	37.42 /	50.22				HRMM	35
SKILLED TRADES II	41.30 /	55.44				HRMM	40
SKILLED TRADES III	45.61 /	64.12				HRMM	50
SR ADMIN ASSISTANT	39.56 /	48.09				HRMM	24
STAGEHAND I	23.19 /	28.18				HRMM	19
STAGEHAND I 1.5 RATE	34.80 /	42.28				HRMM	87
STAGEHAND II	29.43 /	35.76				HRMM	26
STAGEHAND II 1.5 RATE	44.15 /	53.64				HRMM	88
STUDENT INTERN I	19.64 /	22.63				HRMM	2
STUDENT INTERN II	22.26 /	27.38				HRMM	18
STUDENT INTERN III	25.63 /	31.62				HRMM	23
STUDENT INTERN IV	31.19 /	37.88				HRMM	28
TECH/PROF/MGMT EMP.	37.93 /	195.61				HRMM	36
TICKET SVCS REP I	21.48 /	26.12				HRMM	16
TICKET SVCS REP II	26.10 /	31.74				HRMM	22
TRAFFIC ENGINEER	80.64 /	120.95				HRMM	89
TRANSPORTATION PLNR	71.27 /	106.90				HRMM	75
UNION STAGEHAND	51.56 /	59.98				HRMM	61
YOUTH CORP COORD.	30.80 /	36.98				HRMM	7
YOUTH CORP WORKER	19.64 /	21.69				HRMM	1
YOUTH CORPS CRW LDR	22.40 /	25.80				HRMM	4

Update:	Revision Effective Date	City Council Approval Date	Notes:
New FY Hourly Salary Plan Effective Date	06/23/2024	06/25/2024	COLA adjustments
Revision No. 1	12/22/2024		2025 Minimum Wage

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2024-25
 Revision No. 3

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*									
ACCOUNT CLERK I		8 C	5	FL							2,663.28	2,794.32	2,936.35	3,081.97	3,236.73	SEIU
ACCOUNT CLERK I - CONF		8	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							2,936.35	3,083.80	3,240.32	3,402.34	3,571.66	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							3,242.99	3,406.40	3,576.88	3,756.29	3,942.76	SEIU
ADMINISTRATIVE AIDE		19	2	P	3,609.47	4,246.44	4,883.41									EGLE
ADMINISTRATIVE ASSISTANT		11 C	5	FL							2,864.72	3,008.57	3,161.29	3,319.36	3,484.55	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							3,855.75	4,049.31	4,251.77	4,464.91	4,686.90	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		31	2	M	4,569.33	5,711.66	6,853.99									EGLE
ASSISTANT CITY MANAGER	E	1		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	4	VIII	M	8,076.67	10,095.84	12,115.01									FMGR
BATTALION CHIEF-TIER 2	E	4	VIII	M	8,076.67	10,095.84	11,266.96									FMGR
BUILDING INSPECTOR I		25	3	FL							4,051.11	4,253.58	4,466.66	4,690.44	4,924.87	SEIU
BUILDING INSPECTOR II		29	3	FL							4,472.02	4,695.82	4,930.19	5,177.09	5,434.60	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	0		DH				8,921.76	11,152.20	12,267.42						ESMS
CITY ATTORNEY	E	0		DH		13,413.54										CA

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2024-25
Revision No. 3

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*									
CITY CLERK	E	0		DH		8,409.72										CC
CITY MANAGER	E	0		DH		16,252.32										CM
CODE ENFORCEMENT OFFICER I		23	3	FL						3,855.75	4,049.31	4,251.77	4,464.91	4,686.90		SEIU
CODE ENFORCEMENT OFFICER II		27	3	FL						4,257.14	4,468.44	4,692.26	4,926.65	5,173.53		SEIU
COMMUNICATION COORDINATOR		31	2	P	4,854.91	5,711.66	6,568.41									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY OUTREACH SPECIALIST		7 B		FL						2,372.21	2,491.17	2,615.48	2,745.10	2,883.58		EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY SERVICES OFFICER		2	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										
CRIME ANALYST		27	2	P	4,397.59	5,173.63	5,949.67									EGLE
CROSS CONNECTION CONTROL SPEC		19 M	6	FL						3,472.10	3,646.16	3,829.09	4,020.92	4,221.54		SEIU
CUSTOMER SERVICE SUPERVISOR		22	2	P	3,886.34	4,572.17	5,258.00									EGLE
CUSTOMER SVC. REPRESENTATIVE		5 C	5	FL						2,470.43	2,592.97	2,722.64	2,859.39	3,001.47		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	7	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	5,094.96	5,994.07	6,893.18									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						3,239.44	3,401.09	3,571.54	3,750.94	3,937.41		SEIU
ENGINEERING ASSISTANT II		20 C	3	FL						3,576.88	3,756.29	3,944.52	4,141.64	4,347.69		SEIU
ENGINEERING ASSISTANT III		24 C	3	FL						3,953.42	4,150.56	4,358.35	4,576.80	4,804.13		SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	4,242.01	4,990.60	5,739.19									SEIU
ENVIRONMENTAL SAFETY COORD.		33 C	3	P	5,094.96	5,994.07	6,893.18									SEIU
EQUIPMENT MAINT. SUPERVISOR		19 B	III	P	4,758.70	5,598.47	6,438.24									EGLE

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2024-25
Revision No. 3

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*									
EQUIPMENT MECHANIC I		16 M	6	FL							3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
EQUIPMENT MECHANIC II		20 M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
EQUIPMENT MECHANIC III		24 M	6	FL							3,928.55	4,125.69	4,331.70	4,548.40	4,775.71	SEIU
EQUIPMENT SERVICE WORKER		10 M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
EXECUTIVE ASSISTANT		18 C	2	P	3,521.94	4,143.46	4,764.98									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							2,921.57	3,067.20	3,221.72	3,381.54	3,552.04	SEIU
FACILITIES MAINTENANCE II		16 M	6	FL							3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
FACILITIES MAINTENANCE III		20 M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
FACILITIES PROJECT MANAGER	E	36	2	M	5,169.13	6,461.41	7,753.69									EGLE
FINANCE AND ADMIN SVCS DIR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
FINANCE MANAGER	E	40 A	2	M	5,705.95	7,132.44	8,558.93									EGLE
FINANCE MANAGER - CONF	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							6,939.04	7,281.31	7,637.25	8,013.95	8,408.95	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15 B	VIII	FL							7,024.07	7,366.34	7,722.28	8,098.98	8,493.99	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15 C	VIII	FL							7,066.60	7,408.85	7,764.79	8,141.49	8,536.52	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15 D	VIII	FL							7,089.26	7,431.52	7,787.46	8,164.16	8,559.20	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15 E	VIII	FL							7,179.96	7,522.21	7,878.17	8,254.85	8,649.88	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	1		DH				10,774.13	13,467.67	14,814.44						DHFI
FIRE ENGINEER		6	VIII	FL							5,564.82	5,841.84	6,135.42	6,441.60	6,764.46	MVFF
FIRE ENGINEER/HAZ MAT		9	VIII	FL							5,843.06	6,133.85	6,442.20	6,763.65	7,102.65	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9 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		9 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		9 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		9 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		9 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-LEVL 1		11 A	VIII	FL							6,299.39	6,609.72	6,932.52	7,274.09	7,632.32	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 2		11 B	VIII	FL							6,384.43	6,694.75	7,017.56	7,359.12	7,717.35	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 3		11 C	VIII	FL							6,426.94	6,737.27	7,060.08	7,401.65	7,759.87	MVFF

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					Control Point			Dept. Head Salary Range								
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
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	
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		8	VIII	FL						6,487.47	6,811.83	7,152.42	7,510.03	7,885.55	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 1		8 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		8 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		8 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		8 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		8 E	VIII	FL						6,850.65	7,175.05	7,515.63	7,873.24	8,248.76	MVFF	
FIRE ENGINEER-LEVEL 1		6 A	VIII	FL						5,687.10	5,964.12	6,257.70	6,563.89	6,886.74	MVFF	
FIRE ENGINEER-LEVEL 2		6 B	VIII	FL						5,772.13	6,049.16	6,342.74	6,648.91	6,971.77	MVFF	
FIRE ENGINEER-LEVEL 3		6 C	VIII	FL						5,814.65	6,091.67	6,385.27	6,691.44	7,014.30	MVFF	
FIRE ENGINEER-LEVEL 4		6 D	VIII	FL						5,837.32	6,114.33	6,407.95	6,714.12	7,036.98	MVFF	
FIRE ENGINEER-LEVEL 5		6 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		1	VIII	FL						4,929.61	5,177.43	5,435.71	5,706.47	5,991.76	MVFF	
FIRE PREVENTION OFFICER II		3	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		2	VIII	FL						5,071.22	5,325.31	5,591.89	5,870.98	6,164.63	MVFF	
FIREFIGHTER LEVEL 1		2 A	VIII	FL						5,193.51	5,447.59	5,714.16	5,993.26	6,286.92	MVFF	
FIREFIGHTER LEVEL 2		2 B	VIII	FL						5,278.54	5,532.62	5,799.20	6,078.29	6,371.96	MVFF	
FIREFIGHTER LEVEL 3		2 C	VIII	FL						5,321.06	5,575.13	5,841.74	6,120.81	6,414.48	MVFF	
FIREFIGHTER LEVEL 4		2 D	VIII	FL						5,343.74	5,597.81	5,864.39	6,143.48	6,437.15	MVFF	
FIREFIGHTER LEVEL 5		2 E	VIII	FL						5,434.42	5,688.50	5,955.10	6,234.19	6,527.84	MVFF	
FIREFIGHTER/HAZ MAT		5	VIII	FL						5,324.80	5,591.55	5,871.48	6,164.49	6,472.86	MVFF	
FIREFIGHTER/HAZ MAT-LVL 1		5 A	VIII	FL						5,447.09	5,713.84	5,993.77	6,286.76	6,595.16	MVFF	
FIREFIGHTER/HAZ MAT-LVL 2		5 B	VIII	FL						5,532.12	5,798.88	6,078.80	6,371.79	6,680.18	MVFF	
FIREFIGHTER/HAZ MAT-LVL 3		5 C	VIII	FL						5,574.64	5,841.38	6,121.32	6,414.30	6,722.71	MVFF	
FIREFIGHTER/HAZ MAT-LVL 4		5 D	VIII	FL						5,597.32	5,864.06	6,143.99	6,436.98	6,745.37	MVFF	
FIREFIGHTER/HAZ MAT-LVL 5		5 E	VIII	FL						5,688.01	5,954.76	6,234.68	6,527.68	6,836.08	MVFF	
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL						5,908.63	6,203.86	6,514.36	6,840.27	7,181.41	MVFF	
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4 A	VIII	FL						6,030.92	6,326.15	6,636.65	6,962.55	7,303.70	MVFF	
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4 B	VIII	FL						6,115.95	6,411.19	6,721.68	7,047.59	7,388.72	MVFF	
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4 C	VIII	FL						6,158.47	6,453.70	6,764.21	7,090.10	7,431.24	MVFF	
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4 D	VIII	FL						6,181.15	6,476.37	6,786.89	7,112.77	7,453.92	MVFF	
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4 E	VIII	FL						6,271.83	6,567.07	6,877.56	7,203.47	7,544.60	MVFF	
FIREFIGHTER/PARAMEDIC		7	VIII	FL						5,627.32	5,908.47	6,204.19	6,514.54	6,839.44	MVFF	
FIREFIGHTER/PARAMEDIC-LVL 1		7 A	VIII	FL						5,749.61	6,030.75	6,326.46	6,636.82	6,961.71	MVFF	
FIREFIGHTER/PARAMEDIC-LVL 2		7 B	VIII	FL						5,834.64	6,115.79	6,411.50	6,721.85	7,046.75	MVFF	
FIREFIGHTER/PARAMEDIC-LVL 3		7 C	VIII	FL						5,877.17	6,158.30	6,454.04	6,764.36	7,089.26	MVFF	
FIREFIGHTER/PARAMEDIC-LVL 4		7 D	VIII	FL						5,899.84	6,180.96	6,476.70	6,787.04	7,111.92	MVFF	
FIREFIGHTER/PARAMEDIC-LVL 5		7 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	

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
HAZARDOUS MAT SPEC NON SAFETY		40 F	VIII	P	6,080.71	7,153.78	8,226.85									EGLE
HEAVY EQUIPMENT OPERATOR		18 M	6	FL							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	SEIU
HEAVY EQUIPMENT SPECIALIST		20 M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
HOUSING DIRECTOR	E	0		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	0		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	2	M	4,919.15	6,148.94	7,378.73									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 ANALYST II		31	2	P	4,854.91	5,711.66	6,568.41									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		3 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	4,832.80	5,685.65	6,538.50									SEIU
LEAD SECURITY SERVICES GUARD		7 M	6	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	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		6	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	0		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		1	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										
OFFICE ASSISTANT		7 C	5	FL							2,598.33	2,726.17	2,864.72	3,006.80	3,157.78	SEIU
OFFICE ASSISTANT-CONF		7	5	FL							2,598.33	2,726.17	2,864.72	3,006.80	3,157.78	MISC
OFFICE OF EMER SVCS COORD.		40 F	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		3 M	6	FL							2,346.66	2,464.97	2,585.09	2,712.37	2,848.58	SEIU
PARKS & OPEN SPACE WORKER II		7 M	6	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PARKS MAINTENANCE WORKER I		10 M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PARKS MAINTENANCE WORKER II		14 M	6	FL							3,068.96	3,223.48	3,383.31	3,553.80	3,731.41	SEIU
PARKS MAINTENANCE WORKER III		18 M	6	FL							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	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							3,409.94	3,580.43	3,758.04	3,946.29	4,143.46	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	3,521.94	4,143.46	4,764.98									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		6 A	5	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	NPOA
POLICE ASSISTANT I-UNIFORMED		2 C	5	FL							2,346.66	2,464.97	2,585.09	2,712.37	2,848.58	NPOA
POLICE CAPTAIN	E	2	VII	M	8,765.70	10,957.13	13,148.56									PMGR
POLICE CAPTAIN-TIER 2	E	2	VII	M	8,765.70	10,957.13	11,965.19									PMGR
POLICE CHIEF	E	1		DH				10,774.13	13,467.67	14,814.44						DHPO
POLICE LIEUTENANT	E	1	VII	M	7,622.70	9,528.37	11,434.04									PMGR
POLICE LIEUTENANT-TIER 2	E	1	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		1	VII	FL							5,292.01	5,554.37	5,834.18	6,122.67	6,426.34	POA
POLICE OFFICER TRAINEE		5	V	FL							4,826.84					NPOA
POLICE RECORDS SPECIALIST		1	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		3	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							4,127.45	4,335.25	4,551.94	4,779.23	5,017.26	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18 M	6	FL							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	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							3,242.99	3,406.40	3,576.88	3,756.29	3,942.76	SEIU
PROJECT MANAGER	E	36	2	M	5,169.13	6,461.41	7,753.69									EGLE
PROPERTY & EVIDENCE SPECIALIST		2 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	5,094.96	5,994.07	6,893.18									SEIU

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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*									
PUBLIC SAFETY DISPATCHER I		12	A	II	FL						3,949.19	4,145.68	4,354.19	4,570.65	4,799.20	SEIU
PUBLIC SAFETY DISPATCHER II		15	A	II	FL						4,404.26	4,624.80	4,855.30	5,097.87	5,352.50	SEIU
PUBLIC SAFETY DISPATCHER III		16	A	III	FL						4,843.87	5,086.05	5,340.36	5,607.36	5,887.73	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						2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PUBLIC SERVICES TRAINEE		10	M	6	FL						2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PUBLIC WORKS DIRECTOR	E	0			DH				8,921.76	11,152.20	12,267.42					ESMS
PUBLIC WORKS INSPECTOR I		25		3	FL						4,051.11	4,253.58	4,466.66	4,690.44	4,924.87	SEIU
PUBLIC WORKS INSPECTOR II		29		3	FL						4,472.02	4,695.82	4,930.19	5,177.09	5,434.60	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		2	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		7	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						3,164.86	3,324.68	3,489.88	3,663.94	3,846.84	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	5,094.96	5,994.07	6,893.18								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	4,619.41	5,434.60	6,249.79								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	F	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						3,855.75	4,049.31	4,251.77	4,464.91	4,686.90	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	5,094.96	5,994.07	6,893.18								SEIU
SENIOR RECREATION COORDINATOR		20		4	P	3,699.19	4,351.99	5,004.79								EGLE
SENIOR STAGEHAND		3		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

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY						1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Dept. Head Salary Range								
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
SENIOR TICKET SERVICES REP		1	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							3,833.77	4,024.96	4,226.98	4,438.17	4,660.27	SEIU
SENIOR WATER SYSTEM OPERATOR		26 M	6	FL							4,127.45	4,335.25	4,551.94	4,779.23	5,017.26	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							3,740.27	3,926.79	4,123.88	4,329.93	4,546.60	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							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	SEIU
STREET MAINTENANCE WORKER I		10 M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
STREET MAINTENANCE WORKER II		14 M	6	FL							3,068.96	3,223.48	3,383.31	3,553.80	3,731.41	SEIU
STREET MAINTENANCE WORKER III		19 M	6	FL							3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	SEIU
STREET SUPERVISOR		19 B III		P	4,758.70	5,598.47	6,438.24									EGLE
STREETSWEEPER OPERATOR		16 M	6	FL							3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	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							2,850.50	2,992.57	3,141.79	3,299.81	3,465.01	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		1 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							2,921.57	3,067.20	3,221.72	3,381.54	3,552.04	SEIU
TREE TRIMMER II		16 M	6	FL							3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
TREE TRIMMER III		20 M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	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							4,230.64	4,443.63	4,665.74	4,898.71	5,142.70	SEIU
UTILITIES INSPECTOR LOCATOR		20 M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	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							4,230.64	4,443.63	4,665.74	4,898.71	5,142.70	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							3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	SEIU
WAREHOUSE WORKER		10 M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	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							2,994.61	3,143.89	3,302.27	3,466.07	3,640.84	SEIU
WASTEWATER UTILITY WORKER II		17 M	6	FL							3,305.19	3,470.34	3,644.38	3,827.31	4,017.36	SEIU
WASTEWATER UTILITY WORKER III		21 M	6	FL							3,648.09	3,830.15	4,023.12	4,223.37	4,434.54	SEIU
WATER OPERATIONS SPECIALIST		27 M	6	FL							4,230.64	4,443.63	4,665.74	4,898.71	5,142.70	SEIU
WATER QUALITY TECHNICIAN		26 M	6	FL							4,127.45	4,335.25	4,551.94	4,779.23	5,017.26	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							3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	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*	Min	Std.	Max**						
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
WATER SYSTEM OPERATOR		22 M	6	FL						3,740.27	3,926.79	4,123.88	4,329.93	4,546.60		SEIU
WATER UTILITY WORKER I		13 M	6	FL						2,994.61	3,143.89	3,302.27	3,466.07	3,640.84		SEIU
WATER UTILITY WORKER II		17 M	6	FL						3,305.19	3,470.34	3,644.38	3,827.31	4,017.36		SEIU
WATER UTILITY WORKER III		21 M	6	FL						3,648.09	3,830.15	4,023.12	4,223.37	4,434.54		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
Revision No. 2	06/23/2024	06/25/2024	SEIU MOU adoption salary adjustments
Revision No. 3	06/23/2024	12/10/2024	Add Finance Manager - CONF; correct IT Analyst II classification listing; correct MVFF classification levels 1-5 for career development increases approved with labor agreements

Exhibit C

Effective September 1, 2024

City of Mountain View
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Position	FL-SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit	
					Control Point			Min	Std.	Max**							
					Min	Cntl. Pt.	Max*										
ACCOUNT CLERK I		8	C	5	FL							2,663.28	2,794.32	2,936.35	3,081.97	3,236.73	SEIU
ACCOUNT CLERK I - CONF		8		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							2,936.35	3,083.80	3,240.32	3,402.34	3,571.66	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							3,242.99	3,406.40	3,576.88	3,756.29	3,942.76	SEIU
ADMINISTRATIVE AIDE		19		2	P	3,609.47	4,246.44	4,883.41									EGLE
ADMINISTRATIVE ASSISTANT		11	C	5	FL							2,864.72	3,008.57	3,161.29	3,319.36	3,484.55	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							3,855.75	4,049.31	4,251.77	4,464.91	4,686.90	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		31		2	M	4,569.33	5,711.66	6,853.99									EGLE
ASSISTANT CITY MANAGER	E	1			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	4		VIII	M	8,076.67	10,095.84	12,115.01									FMGR
BATTALION CHIEF-TIER 2	E	4		VIII	M	8,076.67	10,095.84	11,266.96									FMGR
BUILDING INSPECTOR I		25		3	FL							4,051.11	4,253.58	4,466.66	4,690.44	4,924.87	SEIU
BUILDING INSPECTOR II		29		3	FL							4,472.02	4,695.82	4,930.19	5,177.09	5,434.60	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	0			DH				8,921.76	11,152.20	12,267.42						ESMS
CITY ATTORNEY	E	0			DH		13,413.54										CA

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
CITY CLERK	E	0		DH		8,409.72										CC
CITY MANAGER	E	0		DH		16,252.32										CM
CODE ENFORCEMENT OFFICER I		23	3	FL							3,855.75	4,049.31	4,251.77	4,464.91	4,686.90	SEIU
CODE ENFORCEMENT OFFICER II		27	3	FL							4,257.14	4,468.44	4,692.26	4,926.65	5,173.53	SEIU
COMMUNICATION COORDINATOR		31	2	P	4,854.91	5,711.66	6,568.41									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY OUTREACH SPECIALIST		7	B	FL							2,372.21	2,491.17	2,615.48	2,745.10	2,883.58	EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY SERVICES OFFICER		2	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										
CRIME ANALYST		27	2	P	4,397.59	5,173.63	5,949.67									EGLE
CROSS CONNECTION CONTROL SPEC		19	M 6	FL							3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	SEIU
CUSTOMER SERVICE SUPERVISOR		22	2	P	3,886.34	4,572.17	5,258.00									EGLE
CUSTOMER SVC. REPRESENTATIVE		5	C 5	FL							2,470.43	2,592.97	2,722.64	2,859.39	3,001.47	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	7	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	5,094.96	5,994.07	6,893.18									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							3,239.44	3,401.09	3,571.54	3,750.94	3,937.41	SEIU
ENGINEERING ASSISTANT II		20	C 3	FL							3,576.88	3,756.29	3,944.52	4,141.64	4,347.69	SEIU
ENGINEERING ASSISTANT III		24	C 3	FL							3,953.42	4,150.56	4,358.35	4,576.80	4,804.13	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	4,242.01	4,990.60	5,739.19									SEIU
ENVIRONMENTAL SAFETY COORD.		33	C 3	P	5,094.96	5,994.07	6,893.18									SEIU
EQUIPMENT MAINT. SUPERVISOR		19	B III	P	4,758.70	5,598.47	6,438.24									EGLE

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Position	FL-SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY						Barg. Unit						
					Control Point			Dept. Head Salary Range				1st Step	2nd Step	3rd Step	4th Step	5th Step	
					Min	Cntl. Pt.	Max*	Min	Std.	Max**							
EQUIPMENT MECHANIC I		16	M	6	FL							3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
EQUIPMENT MECHANIC II		20	M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
EQUIPMENT MECHANIC III		24	M	6	FL							3,928.55	4,125.69	4,331.70	4,548.40	4,775.71	SEIU
EQUIPMENT SERVICE WORKER		10	M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
EXECUTIVE ASSISTANT		18	C	2	P	3,521.94	4,143.46	4,764.98									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							2,921.57	3,067.20	3,221.72	3,381.54	3,552.04	SEIU
FACILITIES MAINTENANCE II		16	M	6	FL							3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
FACILITIES MAINTENANCE III		20	M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
FACILITIES PROJECT MANAGER	E	36		2	M	5,169.13	6,461.41	7,753.69									EGLE
FINANCE AND ADMIN SVCS DIR	E	0			DH				8,921.76	11,152.20	12,267.42						ESMS
FINANCE MANAGER	E	40	A	2	M	5,705.95	7,132.44	8,558.93									EGLE
FINANCE MANAGER - CONF	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							6,939.04	7,281.31	7,637.25	8,013.95	8,408.95	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15	B	VIII	FL							7,024.07	7,366.34	7,722.28	8,098.98	8,493.99	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15	C	VIII	FL							7,066.60	7,408.85	7,764.79	8,141.49	8,536.52	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15	D	VIII	FL							7,089.26	7,431.52	7,787.46	8,164.16	8,559.20	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15	E	VIII	FL							7,179.96	7,522.21	7,878.17	8,254.85	8,649.88	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	1			DH				10,774.13	13,467.67	14,814.44						DHFI
FIRE ENGINEER		6		VIII	FL							5,564.82	5,841.84	6,135.42	6,441.60	6,764.46	MVFF
FIRE ENGINEER/HAZ MAT		9		VIII	FL							5,843.06	6,133.85	6,442.20	6,763.65	7,102.65	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9	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		9	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		9	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		9	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		9	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-LEVL 1		11	A	VIII	FL							6,299.39	6,609.72	6,932.52	7,274.09	7,632.32	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 2		11	B	VIII	FL							6,384.43	6,694.75	7,017.56	7,359.12	7,717.35	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 3		11	C	VIII	FL							6,426.94	6,737.27	7,060.08	7,401.65	7,759.87	MVFF

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					Control Point			Dept. Head Salary Range									
					Min	Cntl. Pt.	Max*	Min	Std.	Max**							
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
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		8		VIII	FL							6,487.47	6,811.83	7,152.42	7,510.03	7,885.55	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		8	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		8	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		8	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		8	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		8	E	VIII	FL							6,850.65	7,175.05	7,515.63	7,873.24	8,248.76	MVFF
FIRE ENGINEER-LEVEL 1		6	A	VIII	FL							5,687.10	5,964.12	6,257.70	6,563.89	6,886.74	MVFF
FIRE ENGINEER-LEVEL 2		6	B	VIII	FL							5,772.13	6,049.16	6,342.74	6,648.91	6,971.77	MVFF
FIRE ENGINEER-LEVEL 3		6	C	VIII	FL							5,814.65	6,091.67	6,385.27	6,691.44	7,014.30	MVFF
FIRE ENGINEER-LEVEL 4		6	D	VIII	FL							5,837.32	6,114.33	6,407.95	6,714.12	7,036.98	MVFF
FIRE ENGINEER-LEVEL 5		6	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		1		VIII	FL							4,929.61	5,177.43	5,435.71	5,706.47	5,991.76	MVFF
FIRE PREVENTION OFFICER II		3		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		2		VIII	FL							5,071.22	5,325.31	5,591.89	5,870.98	6,164.63	MVFF
FIREFIGHTER LEVEL 1		2	A	VIII	FL							5,193.51	5,447.59	5,714.16	5,993.26	6,286.92	MVFF
FIREFIGHTER LEVEL 2		2	B	VIII	FL							5,278.54	5,532.62	5,799.20	6,078.29	6,371.96	MVFF
FIREFIGHTER LEVEL 3		2	C	VIII	FL							5,321.06	5,575.13	5,841.74	6,120.81	6,414.48	MVFF
FIREFIGHTER LEVEL 4		2	D	VIII	FL							5,343.74	5,597.81	5,864.39	6,143.48	6,437.15	MVFF
FIREFIGHTER LEVEL 5		2	E	VIII	FL							5,434.42	5,688.50	5,955.10	6,234.19	6,527.84	MVFF
FIREFIGHTER/HAZ MAT		5		VIII	FL							5,324.80	5,591.55	5,871.48	6,164.49	6,472.86	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5	A	VIII	FL							5,447.09	5,713.84	5,993.77	6,286.76	6,595.16	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5	B	VIII	FL							5,532.12	5,798.88	6,078.80	6,371.79	6,680.18	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5	C	VIII	FL							5,574.64	5,841.38	6,121.32	6,414.30	6,722.71	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5	D	VIII	FL							5,597.32	5,864.06	6,143.99	6,436.98	6,745.37	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5	E	VIII	FL							5,688.01	5,954.76	6,234.68	6,527.68	6,836.08	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4		VIII	FL							5,908.63	6,203.86	6,514.36	6,840.27	7,181.41	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4	A	VIII	FL							6,030.92	6,326.15	6,636.65	6,962.55	7,303.70	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4	B	VIII	FL							6,115.95	6,411.19	6,721.68	7,047.59	7,388.72	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4	C	VIII	FL							6,158.47	6,453.70	6,764.21	7,090.10	7,431.24	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4	D	VIII	FL							6,181.15	6,476.37	6,786.89	7,112.77	7,453.92	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4	E	VIII	FL							6,271.83	6,567.07	6,877.56	7,203.47	7,544.60	MVFF
FIREFIGHTER/PARAMEDIC		7		VIII	FL							5,627.32	5,908.47	6,204.19	6,514.54	6,839.44	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7	A	VIII	FL							5,749.61	6,030.75	6,326.46	6,636.82	6,961.71	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7	B	VIII	FL							5,834.64	6,115.79	6,411.50	6,721.85	7,046.75	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7	C	VIII	FL							5,877.17	6,158.30	6,454.04	6,764.36	7,089.26	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7	D	VIII	FL							5,899.84	6,180.96	6,476.70	6,787.04	7,111.92	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7	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

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Position	FL-SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
HAZARDOUS MAT SPEC NON SAFETY		40	F VIII	P	6,080.71	7,153.78	8,226.85								EGLE	
HEAVY EQUIPMENT OPERATOR		18	M 6	FL							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	SEIU
HEAVY EQUIPMENT SPECIALIST		20	M 6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
HOUSING DIRECTOR	E	0		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	0		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	2	M	4,919.15	6,148.94	7,378.73									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 ANALYST II	E	31	2	P	4,854.91	5,711.66	6,568.41									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		3	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	4,832.80	5,685.65	6,538.50									SEIU
LEAD SECURITY SERVICES GUARD		7	M 6	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	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		6	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	0		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		1	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										
OFFICE ASSISTANT		7	C 5	FL							2,598.33	2,726.17	2,864.72	3,006.80	3,157.78	SEIU
OFFICE ASSISTANT-CONF		7	5	FL							2,598.33	2,726.17	2,864.72	3,006.80	3,157.78	MISC
OFFICE OF EMER SVCS COORD.		40	F 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		3	M 6	FL							2,346.66	2,464.97	2,585.09	2,712.37	2,848.58	SEIU
PARKS & OPEN SPACE WORKER II		7	M 6	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	SEIU

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					Control Point			Dept. Head Salary Range				1st Step	2nd Step	3rd Step	4th Step	5th Step	
					Min	Cntl. Pt.	Max*	Min	Std.	Max**							
PARKS MAINTENANCE WORKER I		10	M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PARKS MAINTENANCE WORKER II		14	M	6	FL							3,068.96	3,223.48	3,383.31	3,553.80	3,731.41	SEIU
PARKS MAINTENANCE WORKER III		18	M	6	FL							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	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							3,409.94	3,580.43	3,758.04	3,946.29	4,143.46	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	3,521.94	4,143.46	4,764.98									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		6	A	5	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	NPOA
POLICE ASSISTANT I-UNIFORMED		2	C	5	FL							2,346.66	2,464.97	2,585.09	2,712.37	2,848.58	NPOA
POLICE CAPTAIN	E	2		VII	M	8,765.70	10,957.13	13,148.56									PMGR
POLICE CAPTAIN-TIER 2	E	2		VII	M	8,765.70	10,957.13	11,965.19									PMGR
POLICE CHIEF	E	1			DH				10,774.13	13,467.67	14,814.44						DHPO
POLICE LIEUTENANT	E	1		VII	M	7,622.70	9,528.37	11,434.04									PMGR
POLICE LIEUTENANT-TIER 2	E	1		VII	M	7,622.70	9,528.37	10,633.66									PMGR
POLICE MEDIA/COMM REL ANALYST	E	32		2	M	4,681.90	5,852.37	7,022.84									EGLE
POLICE OFFICER		1		VII	FL							5,292.01	5,554.37	5,834.18	6,122.67	6,426.34	POA
POLICE OFFICER TRAINEE		5		V	FL							4,826.84					NPOA
POLICE RECORDS SPECIALIST		1		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		3		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							4,127.45	4,335.25	4,551.94	4,779.23	5,017.26	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	M	6	FL							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	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							3,242.99	3,406.40	3,576.88	3,756.29	3,942.76	SEIU
PROJECT MANAGER	E	36		2	M	5,169.13	6,461.41	7,753.69									EGLE
PROPERTY & EVIDENCE SPECIALIST		2	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	5,094.96	5,994.07	6,893.18									SEIU

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					Control Point			Min	Std.	Max**							
					Min	Cntl. Pt.	Max*										
PUBLIC SAFETY DISPATCHER I		12	A	II	FL							3,949.19	4,145.68	4,354.19	4,570.65	4,799.20	SEIU
PUBLIC SAFETY DISPATCHER II		15	A	II	FL							4,404.26	4,624.80	4,855.30	5,097.87	5,352.50	SEIU
PUBLIC SAFETY DISPATCHER III		16	A	III	FL							4,843.87	5,086.05	5,340.36	5,607.36	5,887.73	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							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PUBLIC SERVICES TRAINEE		10	M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PUBLIC WORKS DIRECTOR	E	0			DH				8,921.76	11,152.20	12,267.42						ESMS
PUBLIC WORKS INSPECTOR I		25		3	FL							4,051.11	4,253.58	4,466.66	4,690.44	4,924.87	SEIU
PUBLIC WORKS INSPECTOR II		29		3	FL							4,472.02	4,695.82	4,930.19	5,177.09	5,434.60	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		2	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		7	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							3,164.86	3,324.68	3,489.88	3,663.94	3,846.84	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	5,094.96	5,994.07	6,893.18									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	4,619.41	5,434.60	6,249.79									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	F	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							3,855.75	4,049.31	4,251.77	4,464.91	4,686.90	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	5,094.96	5,994.07	6,893.18									SEIU
SENIOR RECREATION COORDINATOR		20		4	P	3,699.19	4,351.99	5,004.79									EGLE
SENIOR STAGEHAND		3		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

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					Control Point			Dept. Head Salary Range				1st Step	2nd Step	3rd Step	4th Step	5th Step
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
SENIOR TICKET SERVICES REP		1	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							3,833.77	4,024.96	4,226.98	4,438.17	4,660.27	SEIU
SENIOR WATER SYSTEM OPERATOR		26	M 6	FL							4,127.45	4,335.25	4,551.94	4,779.23	5,017.26	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							3,740.27	3,926.79	4,123.88	4,329.93	4,546.60	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							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	SEIU
STREET MAINTENANCE WORKER I		10	M 6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
STREET MAINTENANCE WORKER II		14	M 6	FL							3,068.96	3,223.48	3,383.31	3,553.80	3,731.41	SEIU
STREET MAINTENANCE WORKER III		19	M 6	FL							3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	SEIU
STREET SUPERVISOR		19	B III	P	4,758.70	5,598.47	6,438.24									EGLE
STREETSWEEPER OPERATOR		16	M 6	FL							3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	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							2,850.50	2,992.57	3,141.79	3,299.81	3,465.01	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		1	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							2,921.57	3,067.20	3,221.72	3,381.54	3,552.04	SEIU
TREE TRIMMER II		16	M 6	FL							3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
TREE TRIMMER III		20	M 6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	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							4,230.64	4,443.63	4,665.74	4,898.71	5,142.70	SEIU
UTILITIES INSPECTOR LOCATOR		20	M 6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	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							4,230.64	4,443.63	4,665.74	4,898.71	5,142.70	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							3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	SEIU
WAREHOUSE WORKER		10	M 6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	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							2,994.61	3,143.89	3,302.27	3,466.07	3,640.84	SEIU
WASTEWATER UTILITY WORKER II		17	M 6	FL							3,305.19	3,470.34	3,644.38	3,827.31	4,017.36	SEIU
WASTEWATER UTILITY WORKER III		21	M 6	FL							3,648.09	3,830.15	4,023.12	4,223.37	4,434.54	SEIU
WATER OPERATIONS SPECIALIST		27	M 6	FL							4,230.64	4,443.63	4,665.74	4,898.71	5,142.70	SEIU
WATER QUALITY TECHNICIAN		26	M 6	FL							4,127.45	4,335.25	4,551.94	4,779.23	5,017.26	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							3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
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
WATER SYSTEM OPERATOR		22	M	6	FL					3,740.27	3,926.79	4,123.88	4,329.93	4,546.60		SEIU
WATER UTILITY WORKER I		13	M	6	FL					2,994.61	3,143.89	3,302.27	3,466.07	3,640.84		SEIU
WATER UTILITY WORKER II		17	M	6	FL					3,305.19	3,470.34	3,644.38	3,827.31	4,017.36		SEIU
WATER UTILITY WORKER III		21	M	6	FL					3,648.09	3,830.15	4,023.12	4,223.37	4,434.54		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
Revision No. 2	06/23/2024	06/25/2024	SEIU MOU adoption salary adjustments
Revision No. 3	06/23/2024	12/10/2024	Add Finance Manager - CONF; correct IT Analyst II classification listing; correct MVFF classification levels 1-5 for career development increases approved with labor agreements
Revision No. 4	09/01/2024	12/10/2024	Police Media and Community Relations Coordinator reclassified to Police Media and Community Relations Analyst