

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2025

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 PLAN FOR HOURLY EMPLOYEES
FOR ALL CLASSIFICATIONS TO COMPLY WITH MOUNTAIN VIEW'S MINIMUM WAGE

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 \$19.70 effective January 1, 2026; and

WHEREAS, on June 24, 2025, the Mountain View City Council adopted a resolution establishing hourly employee compensation for the period of July 1, 2025 through June 30, 2026; and

WHEREAS, the City's Salary plan for hourly employees, adopted June 24, 2025, includes one classification below the 2025 Mountain View minimum wage; and

WHEREAS, there is a need to update the City's Salary Plan for Hourly Employees effective the pay period including January 1, 2026 to reflect the new minimum wage; now, therefore, be it

RESOLVED: that the City Council of the City of Mountain View adopts the revised hourly salary plan attached hereto and incorporated herein as Exhibit A, effective the pay period including January 1, 2026.

Exhibit: A. Fiscal Year 2025-26 Salary Plan for Hourly Employees, Revision 1

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2025-26
Revision No. 1

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3		
ACCOUNT CLERK I	34.29 /	41.67				HRMM	31
ACCOUNT CLERK II	37.81 /	45.99				HRMM	34
ACCOUNTANT I	50.05 /	67.74				HRMM	55
ACCOUNTANT II	55.23 /	74.73				HRMM	63
ACCOUNTING TECHNICIAN	41.77 /	50.76				HRMM	39
ADMINISTRATIVE AIDE	45.33 /	61.33				HRMM	49
ADMINISTRATIVE ASSIST	36.89 /	44.89				HRMM	33
AFTER SCHOOL EDU SPEC I	23.07 /	27.69				HRMM	9
AFTER SCHOOL EDU SPEC II	25.38 /	30.48				HRMM	20
AFTER SCHOOL EDU SPEC III	31.72 /	38.09				HRMM	7
ANALYST I	50.05 /	67.73				HRMM	56
ANALYST II	55.23 /	74.72				HRMM	64
AQUATICS HD LIFEGUARD	26.46 /	30.36				HRMM	13
AQUATICS LIFEGUARD I	21.85 /	25.11				HRMM	3
AQUATICS LIFEGUARD II	24.08 /	27.77				HRMM	12
AQUATICS POOL ATTEND.	20.23 /	22.34				HRMM	1
AQUATICS POOL SUPV	29.15 /	33.43				HRMM	17
AQUATICS WTR EXERC IN	29.33 /	40.66				HRMM	27
AQUATICS WTR SFTY INS	22.97 /	26.44				HRMM	8
ASSISTANT ENGR(CIVIL)	63.99 /	86.58				HRMM	71
ASSISTANT PLANNER	53.87 /	72.90				HRMM	60
ASSOCIATE ENGR(CIVIL)	70.67 /	95.59				HRMM	74
ASSOCIATE PLANNER	59.47 /	80.45				HRMM	69
BUILDING ATTENDANT	20.23 /	23.31				HRMM	2
CLERICAL AIDE	20.23 /	23.31				HRMM	2
CUSTOMER SERVICE REP	31.82 /	38.64				HRMM	90
DOCUMENT PROC SPECIAL	47.65 /	64.43				HRMM	53
ENGINEERING ASST I	41.73 /	50.70				HRMM	41
ENGINEERING ASST II	46.05 /	55.96				HRMM	51
ENGINEERING ASST III	50.90 /	61.86				HRMM	58
EQUIPMENT MECH I	41.50 /	50.46				HRMM	79
EQUIPMENT MECH II	45.84 /	55.71				HRMM	80
EQUIPMENT MECH III	50.58 /	61.50				HRMM	81
EXECUTIVE ASSISTANT	45.33 /	67.73				HRMM	48
HOUSE MANAGER	26.88 /	32.69				HRMM	22
INSPECTOR I	42.34 /	63.42				HRMM	44
INSPECTOR II	57.58 /	69.97				HRMM	68
IT ANALYST I	55.24 /	74.73				HRMM	65
IT ANALYST II	57.39 /	86.07				HRMM	67
IT DESKTOP TECH I	39.08 /	52.88				HRMM	37

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IT DESKTOP TECH II	43.15 /	58.39				HRMM	46
JUNIOR ENGR (CIVIL)	58.00 /	78.46				HRMM	96
JUNIOR PLANNER	48.82 /	66.05				HRMM	73
LABORER I	21.66 /	31.79				HRMM	14
LABORER II	29.76 /	48.05				HRMM	25
LABORER III	43.61 /	53.03				HRMM	47
LEAD PUBLIC SFTY DISP	62.21 /	84.19				HRMM	82
LIB SECURITY ATTEND	23.89 /	29.03				HRMM	19
LIBRARIAN	42.10 /	62.87				HRMM	43
LIBRARY ASST	32.62 /	48.30				HRMM	30
LIBRARY HOMEWORK ASST	23.07 /	27.69				HRMM	9
LIBRARY PAGE	20.23 /	23.31				HRMM	2
LIBRARY TECH. AIDE	23.07 /	27.69				HRMM	9
LIBRARY TECHNICIAN	24.91 /	35.20				HRMM	86
OFFICE ASSISTANT	33.42 /	40.64				HRMM	29
PARKS MAINT WRKR I	35.83 /	43.51				HRMM	83
PARKS MAINT WRKR II	39.53 /	48.05				HRMM	84
PARKS MAINT WRKR III	43.61 /	53.02				HRMM	85
PLANNING MANAGER	81.09 /	121.61				HRMM	78
POLICE ASSISTANT I	25.96 /	34.57				HRMM	21
POLICE ASSISTANT II	32.13 /	39.02				HRMM	28
POLICE RECORDS SPEC	48.44 /	58.85				HRMM	54
POLICE RESERVE	/		19.70	68.13	102.21	HRFT	1
PRINCIPAL CVL ENGINR	81.02 /	121.56				HRMM	77
PRINCIPAL PLANNER	66.55 /	99.83				HRMM	76
PRKS & OPN SP WRKR I	25.96 /	34.57				HRMM	21
PRKS & OPN SP WRKR II	32.13 /	39.02				HRMM	28
PROGRAM ASSISTANT	41.76 /	50.76				HRMM	42
PUB SFTY DISP II CTO	60.97 /	74.09				HRMM	94
PUB SFTY DISP II OT	85.07 /	103.37				HRMM	93
PUB SFTY DISP II OT/CTO	91.43 /	111.13				HRMM	95
PUBLIC SAFETY DISP I	50.85 /	61.79				HRMM	62
PUBLIC SAFETY DISP II	56.70 /	68.92				HRMM	91
PUBLIC SAFETY DISP III	62.37 /	75.80				HRMM	92
REC. LEADER AIDE	20.23 /	22.34				HRMM	1
REC. LEADER I	21.89 /	26.40				HRMM	5
REC. LEADER II	23.01 /	27.96				HRMM	11
REC. SPECIALIST	29.37 /	35.69				HRMM	10
RECREATION COORD	43.14 /	58.38				HRMM	45
RECREATION SUPERVSR	51.96 /	77.98				HRMM	59

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SENIOR ADMIN ANALYST	57.37 /	86.06				HRMM	66
SENIOR CIVIL ENGINEER	73.41 /	110.11				HRMM	75
SENIOR INFO TECH ANAL	63.38 /	95.04				HRMM	72
SENIOR INFO TECH DSKT	47.65 /	64.43				HRMM	53
SENIOR LIBRARY PAGE	21.94 /	26.34				HRMM	6
SENIOR PLANNER	61.78 /	92.70				HRMM	70
SENIOR RECREATION CRD	47.64 /	64.42				HRMM	52
SHOP ASSISTANT	20.23 /	23.31				HRMM	2
SKILLED TRADES I	38.54 /	51.73				HRMM	35
SKILLED TRADES II	42.54 /	57.10				HRMM	40
SKILLED TRADES III	46.98 /	66.04				HRMM	50
SR ADMIN ASSISTANT	40.75 /	49.53				HRMM	24
STAGEHAND I	23.89 /	29.03				HRMM	19
STAGEHAND I 1.5 RATE	35.84 /	43.55				HRMM	87
STAGEHAND II	30.31 /	36.83				HRMM	26
STAGEHAND II 1.5 RATE	45.47 /	55.25				HRMM	88
STUDENT INTERN I	20.23 /	23.31				HRMM	2
STUDENT INTERN II	22.93 /	28.20				HRMM	18
STUDENT INTERN III	26.40 /	32.57				HRMM	23
STUDENT INTERN IV	32.13 /	39.02				HRMM	28
TECH/PROF/MGMT EMP.	39.07 /	201.48				HRMM	36
TICKET SVCS REP I	22.12 /	26.90				HRMM	16
TICKET SVCS REP II	26.88 /	32.69				HRMM	22
TRAFFIC ENGINEER	83.06 /	124.58				HRMM	89
TRANSPORTATION PLNR	73.41 /	110.11				HRMM	75
UNION STAGEHAND	53.11 /	61.78				HRMM	61
YOUTH CORP COORD.	31.72 /	38.09				HRMM	7
YOUTH CORP WORKER	20.23 /	22.34				HRMM	1
YOUTH CORPS CRW LDR	23.07 /	26.57				HRMM	4

Update:	Effective Date	Approval Date	Notes:
New FY Hourly Salary Plan Effective Date	06/21/2025	6/24/2025	COLA adjustments; Remove Document Processing classifications
Revision No. 1	12/21/2025	12/16/2025	2026 Minimum Wage