

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2024

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW
AMENDING THE REGULAR SALARY PLAN FOR FISCAL YEAR 2023-24 AND
REGULAR AND HOURLY SALARY PLANS FOR FISCAL YEAR 2024-25

WHEREAS, on June 27, 2023, the Mountain View City Council adopted Resolution No. 18826 for employee compensation for the period including July 1, 2023 through June 30, 2024; and

WHEREAS, on October 24, 2023 and February 27, 2024, the City Council adopted revised salary plans for Fiscal Year 2023-24; and

WHEREAS, there is a need to reestablish the classification of Community Development Director for Fiscal Year 2023-24; and

WHEREAS, resolutions for employee compensation for the period including July 1, 2024 through June 30, 2025 are being brought forward to the Mountain View City Council in Item 7.2 on the June 25, 2024 agenda; and

WHEREAS, there is a need to establish new classifications, remove existing classifications, and make title changes; and

WHEREAS, the new classification Community Development Director is reestablished for the Fiscal Year 2023-24 salary plan for regular employees; and

WHEREAS, the new classifications for the Fiscal Year 2024-25 salary plan for regular employees are: (1) Principal Fire Protection Engineer; and (2) Senior Stagehand; and

WHEREAS, the classification Network Architect is eliminated from the Fiscal Year 2024-25 salary plan for regular employees; and

WHEREAS, the title change for the Fiscal Year 2024-25 salary plan for regular employees is Housing and Neighborhood Services Manager to Affordable Housing Manager; and

WHEREAS, Mountain View Charter Section 503 states that the City Council shall receive an automatic annual salary adjustment based on the lesser of the San Francisco Bay Area Consumer Price Index (CPI) for urban wage earners or the average cost-of-living adjustment granted to the miscellaneous City employee bargaining groups but does not to exceed five percent (5%) per year; and

WHEREAS, the automatic annual adjustment for City Council, effective June 23, 2024, is three and nine-tenths percent (3.9%); and

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

RESOLVED: that the City Council of the City of Mountain View approves the salary plan document for regular employees, attached hereto as Exhibit A, to add the classification for Community Development Director for Fiscal Year 2023-24; and be it

FURTHER RESOLVED: that the City Council of the City of Mountain View approves the salary plan documents for regular and hourly employees, attached hereto as Exhibit B and Exhibit C, respectively, and as follows, included in the Fiscal Year 2024-25 budget; and be it

FURTHER RESOLVED: that this Resolution shall become effective on the date of adoption.

AC/6/RESO
036-06-25-24r

- Exhibits:
- A. Fiscal Year 2023-24 Salary Plan for Regular Employees and Elected Officials, Revision 3
 - B. Fiscal Year 2024-25 Salary Plan for Regular Employees and Elected Officials
 - C. Fiscal Year 2024-25 Salary Plan for Hourly Employees

Exhibit A

Effective June 9, 2024

City of Mountain View
 Salary Plan and Position Listing
 Fiscal Year 2023-24
 Revision No. 3

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
ACCOUNT CLERK I	08	C	5	FL							2,560.85	2,686.85	2,823.41	2,963.43	3,112.24	SEIU
ACCOUNT CLERK I - CONF	08		5	FL							2,560.85	2,686.85	2,823.41	2,963.43	3,112.24	MISC
ACCOUNT CLERK II	12	C	5	FL							2,823.41	2,965.19	3,115.69	3,271.48	3,434.29	SEIU
ACCOUNT CLERK II-CONF.	12		5	FL							2,823.39	2,965.18	3,115.69	3,271.48	3,434.29	MISC
ACCOUNTANT I	23	A	2	P	3,830.64	4,506.63	5,182.62									EGLE
ACCOUNTANT II	27		2	P	4,228.44	4,974.64	5,720.84									EGLE
ACCOUNTING MANAGER	E 40		2	M	5,486.50	6,858.12	8,229.75									MISC
ACCOUNTING TECHNICIAN	16	C	2	FL							3,118.26	3,275.38	3,439.31	3,611.82	3,791.12	SEIU
ADMINISTRATIVE AIDE	19		2	P	3,470.65	4,083.12	4,695.59									EGLE
ADMINISTRATIVE ASSISTANT	11	C	5	FL							2,754.54	2,892.86	3,039.70	3,191.69	3,350.53	SEIU
ADMINISTRATIVE ASSISTANT-CONF	11		5	FL							2,754.54	2,892.86	3,039.70	3,191.69	3,350.53	MISC
ADVANCED PLANNING MANAGER	E 41		2	M	5,623.27	7,029.09	8,434.91									EGLE
ANALYST I	23	A	2	P	3,830.64	4,506.63	5,182.62									EGLE
ANALYST I-CONF	23		2	P	3,830.64	4,506.63	5,182.62									MISC
ANALYST II	27		2	P	4,228.44	4,974.64	5,720.84									EGLE
ANALYST II-CONF	27		2	P	4,228.44	4,974.64	5,720.84									MISC
ASSISTANT BUILDING INSPECTOR	23		3	FL							3,707.45	3,893.57	4,088.24	4,293.18	4,506.63	SEIU
ASSISTANT BUYER	20		2	FL							3,441.91	3,614.36	3,795.34	3,984.86	4,184.61	EGLE
ASSISTANT CITY ATTORNEY	E 47		2	M	6,522.08	8,152.60	9,783.12									MISC
ASSISTANT CITY CLERK	27		2	P	4,228.44	4,974.64	5,720.84									EGLE
ASSISTANT CITY MANAGER	E 01			DH				9,095.01	11,368.76	12,505.64						ESMS
ASSISTANT COMM. SVCS. DIRECTOR	E 46		3	M	6,362.11	7,952.64	9,543.17									EGLE
ASSISTANT ENGINEER (CIVIL)	32		3	P	4,783.19	5,627.28	6,471.37									EGLE
ASSISTANT IT DIRECTOR	E 46		2	M	6,362.11	7,952.64	9,543.17									EGLE
ASSISTANT LIBRARY DIRECTOR	46		4	M	6,362.11	7,952.64	9,543.17									EGLE
ASSISTANT PLANNER	25		2	P	4,024.21	4,734.37	5,444.53									EGLE
ASSISTANT PROJECT MANAGER	E 32		2	M	4,501.82	5,627.28	6,752.74									EGLE
ASSISTANT PUBLIC WORKS DIR.	E 51		3	M	7,197.93	8,997.41	10,796.89									EGLE
ASSISTANT TO THE CITY MANAGER	E 26	A	II	M	5,360.82	6,701.03	8,041.24									MISC
ASSOCIATE ENGINEER (CIVIL)	36		3	P	5,280.96	6,212.89	7,144.82									EGLE
ASSOCIATE PLANNER	29		2	P	4,442.19	5,226.10	6,010.02									EGLE
ASST COMMUNITY DEVELOPMENT DIR	E 46		2	M	6,362.11	7,952.64	9,543.17									EGLE
ASST FINANCE & ADM SVCS DIR	E 48		2	M	6,684.67	8,355.84	10,027.01									MISC
BATTALION CHIEF	E 04		VIII	M	7,692.07	9,615.09	11,538.11									FMGR
BATTALION CHIEF-TIER 2	E 04		VIII	M	7,692.07	9,615.09	10,730.44									FMGR
BUILDING INSPECTOR I	25		3	FL							3,895.30	4,089.98	4,294.87	4,510.04	4,735.45	SEIU
BUILDING INSPECTOR II	29		3	FL							4,300.02	4,515.21	4,740.57	4,977.97	5,225.58	SEIU
BUYER	24		2	FL							3,799.48	3,989.46	4,188.91	4,398.36	4,618.27	EGLE
CHIEF BLDG OFFICIAL	E 44		3	M	6,054.98	7,568.72	9,082.46									EGLE
CHIEF COMMUNICATIONS OFFICER	E 46		2	M	6,363.60	7,954.50	9,545.40									MISC
CHIEF SUSTAIN & RSLNCE OFFICER	E 46		2	M	6,362.11	7,952.64	9,543.17									EGLE
CIO/INFORMATION TECHNOLOGY DIR	E 0			DH				8,578.62	10,723.27	11,795.60						ESMS
CITY ATTORNEY	E 0			DH		12,897.63										CA

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
CITY CLERK	E	0		DH		8,086.27									CC	
CITY MANAGER	E	0		DH		15,627.23									CM	
CODE ENFORCEMENT OFFICER I		23	3	FL						3,707.45	3,893.57	4,088.24	4,293.18	4,506.63	SEIU	
CODE ENFORCEMENT OFFICER II		27	3	FL						4,093.40	4,296.58	4,511.79	4,737.16	4,974.55	SEIU	
COMMUNICATION COORDINATOR		31	2	P	4,668.18	5,491.98	6,315.78								EGLE	
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				8,578.62	10,723.27	11,795.60					ESMS	
COMMUNITY OUTREACH SPECIALIST		07	B IV	FL							2,280.97	2,395.36	2,514.88	2,639.52	2,772.67	EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				8,578.62	10,723.27	11,795.60					ESMS	
COMMUNITY SERVICES OFFICER		02	V	FL							3,399.90	3,571.15	3,747.98	3,932.41	4,126.22	NPOA
COMMUNITY SERVICES PROJECT ADMIN		29	2	P	4,442.19	5,226.10	6,010.02								EGLE	
COPY CENTER TECHNICIAN		10	5	FL							2,688.99	2,823.89	2,965.60	3,112.42	3,269.51	EGLE
COUNCILMEMBER				COUNCIL		598.28									COUN	
CRIME ANALYST		27	2	P	4,228.44	4,974.64	5,720.84								EGLE	
CROSS CONNECTION CONTROL SPEC		19	M 6	FL							3,338.56	3,505.92	3,681.82	3,866.27	4,059.17	SEIU
CUSTOMER SVC SUPERVISOR		22	2	P	3,736.87	4,396.32	5,055.77								EGLE	
CUSTOMER SVC. REPRESENTATIVE		05	C 5	FL							2,375.41	2,493.24	2,617.92	2,749.41	2,886.03	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	48	3	M	6,690.60	8,363.25	10,035.90								EGLE	
DEPUTY BUILDING OFFICIAL	E	36	2	M	4,970.31	6,212.89	7,455.47								EGLE	
DEPUTY CITY ATTORNEY	E	37	2	M	5,094.43	6,368.04	7,641.65								MISC	
DEPUTY CITY CLERK		22	2	P	3,736.87	4,396.32	5,055.77								EGLE	
DEPUTY CITY MANAGER	E	46	2	M	6,363.60	7,954.50	9,545.40								MISC	
DEPUTY COMMUNICATIONS OFFICER	E	34	2	M	4,731.05	5,913.81	7,096.57								MISC	
DEPUTY FIRE CHIEF	E	07	VIII	M	8,278.60	10,348.25	12,417.90								FMGR	
DEPUTY FIRE MARSHAL		13	VIII	FL							6,193.47	6,503.85	6,828.83	7,170.49	7,528.82	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A VIII	FL							6,287.95	6,598.32	6,923.30	7,264.96	7,623.29	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B VIII	FL							6,368.94	6,679.31	7,004.29	7,345.95	7,704.28	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C VIII	FL							6,409.43	6,719.80	7,044.78	7,386.44	7,744.78	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D VIII	FL							6,431.03	6,741.39	7,066.38	7,408.04	7,766.37	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E VIII	FL							6,517.40	6,827.78	7,152.76	7,494.41	7,852.75	MVFF
DEPUTY ZONING ADMINISTRATOR	E	36	2	M	4,970.31	6,212.89	7,455.47								EGLE	
DEV SRVCS COORD		33	C 3	P	4,899.00	5,763.53	6,628.06								SEIU	
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2,688.99	2,823.89	2,965.60	3,112.42	3,269.51	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2,967.27	3,115.87	3,272.90	3,435.09	3,607.56	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							3,276.30	3,440.24	3,612.70	3,793.64	3,983.17	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3,737.76	4,397.37	5,056.98								MISC	
ECONOMIC DEVELOPMNT STRATEGIST	E	33	2	M	4,615.20	5,769.00	6,922.80								EGLE	
ECONOMIC VITALITY MANAGER	E	43	2	M	5,907.29	7,384.11	8,860.93								EGLE	
EMERGENCY COMMUNICATIONS MGR		39	2	M	5,351.39	6,689.24	8,027.09								EGLE	
ENGINEERING ASSISTANT I		16	3	FL							3,114.85	3,270.28	3,434.17	3,606.67	3,785.97	SEIU
ENGINEERING ASSISTANT II		20	C 3	FL							3,439.31	3,611.82	3,792.81	3,982.35	4,180.47	SEIU
ENGINEERING ASSISTANT III		24	C 3	FL							3,801.37	3,990.92	4,190.72	4,400.77	4,619.36	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	4,078.85	4,798.65	5,518.45								SEIU	
ENVIRONMENTAL SAFETY COORD.		33	C 3	P	4,899.00	5,763.53	6,628.06								SEIU	

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**						
EQUIPMENT MAINT. SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61									EGLE
EQUIPMENT MECHANIC I	16	M	6	FL							3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU
EQUIPMENT MECHANIC II	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
EQUIPMENT MECHANIC III	24	M	6	FL							3,777.45	3,967.01	4,165.10	4,373.46	4,592.03	SEIU
EQUIPMENT SERVICE WORKER	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
EXECUTIVE ASSISTANT	18	C	2	P	3,386.49	3,984.10	4,581.72									SEIU
EXECUTIVE ASST. TO THE CA	22		2	P	3,737.76	4,397.37	5,056.98									MISC
EXECUTIVE ASST. TO THE CM	22		2	P	3,737.76	4,397.37	5,056.98									MISC
FACILITIES CONTRACT COORDINATR	26		2	P	4,124.35	4,852.18	5,580.01									EGLE
FACILITIES MAINT. SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61									EGLE
FACILITIES MAINTENANCE I	12	M	6	FL							2,809.20	2,949.23	3,097.81	3,251.48	3,415.42	SEIU
FACILITIES MAINTENANCE II	16	M	6	FL							3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU
FACILITIES MAINTENANCE III	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
FACILITIES PROJECT MANAGER	E 36		2	M	4,970.31	6,212.89	7,455.47									EGLE
FINANCE AND ADMIN SVCS DIR	E 0			DH				8,578.62	10,723.27	11,795.60						ESMS
FINANCE MANAGER	E 40		2	M	5,486.50	6,858.12	8,229.75									MISC
FINANCIAL ANALYST I	23	A	2	P	3,830.64	4,506.63	5,182.62									EGLE
FINANCIAL ANALYST I - CONF	23		2	P	3,830.64	4,506.63	5,182.62									MISC
FINANCIAL ANALYST II	27		2	P	4,228.44	4,974.64	5,720.84									EGLE
FINANCIAL ANALYST II - CONF	27		2	P	4,228.44	4,974.64	5,720.84									MISC
FIRE CAPTAIN	12		VIII	FL							6,183.03	6,493.46	6,816.34	7,158.00	7,516.30	MVFF
FIRE CAPTAIN/HAZ MAT	15		VIII	FL							6,492.15	6,818.12	7,157.11	7,515.86	7,892.07	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1	15	A	VIII	FL							6,586.63	6,912.60	7,251.59	7,610.35	7,986.54	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2	15	B	VIII	FL							6,667.61	6,993.58	7,332.57	7,691.33	8,067.53	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3	15	C	VIII	FL							6,708.11	7,034.07	7,373.06	7,731.82	8,108.04	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4	15	D	VIII	FL							6,729.70	7,055.66	7,394.65	7,753.41	8,129.64	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5	15	E	VIII	FL							6,816.08	7,142.03	7,481.04	7,839.78	8,216.00	MVFF
FIRE CAPTAIN-LEVEL 1	12	A	VIII	FL							6,277.50	6,587.94	6,910.82	7,252.47	7,610.78	MVFF
FIRE CAPTAIN-LEVEL 2	12	B	VIII	FL							6,358.49	6,668.92	6,991.81	7,333.46	7,691.77	MVFF
FIRE CAPTAIN-LEVEL 3	12	C	VIII	FL							6,398.98	6,709.41	7,032.29	7,373.95	7,732.26	MVFF
FIRE CAPTAIN-LEVEL 4	12	D	VIII	FL							6,420.56	6,731.00	7,053.88	7,395.54	7,753.86	MVFF
FIRE CAPTAIN-LEVEL 5	12	E	VIII	FL							6,506.96	6,817.38	7,140.27	7,481.93	7,840.23	MVFF
FIRE CHIEF	E 01			DH				10,261.08	12,826.35	14,108.99						DHFI
FIRE ENGINEER	06		VIII	FL							5,299.83	5,563.66	5,843.26	6,134.86	6,442.34	MVFF
FIRE ENGINEER/HAZ MAT	09		VIII	FL							5,564.82	5,841.76	6,135.43	6,441.57	6,764.43	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1	09	A	VIII	FL							5,659.31	5,936.25	6,229.90	6,536.06	6,858.90	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2	09	B	VIII	FL							5,740.28	6,017.22	6,310.89	6,617.04	6,939.89	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3	09	C	VIII	FL							5,780.79	6,057.73	6,351.38	6,657.54	6,980.40	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4	09	D	VIII	FL							5,802.37	6,079.32	6,372.97	6,679.14	7,001.99	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5	09	E	VIII	FL							5,888.75	6,165.69	6,459.36	6,765.51	7,088.36	MVFF
FIRE ENGINEER/PARAMEDIC	11		VIII	FL							5,882.97	6,178.52	6,485.95	6,811.24	7,152.41	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 1	11	A	VIII	FL							5,977.44	6,272.99	6,580.42	6,905.72	7,246.90	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 2	11	B	VIII	FL							6,058.43	6,353.97	6,661.41	6,986.70	7,327.88	MVFF

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY						Barg. Unit					
					Control Point			Dept. Head Salary Range								
					Min	Cntl. Pt.	Max*	Min	Std.	Max**		1st Step	2nd Step	3rd Step	4th Step	5th Step
FIRE ENGINEER/PARAMEDIC-LEVEL 3	11	C	VIII	FL							6,098.91	6,394.47	6,701.90	7,027.21	7,368.37	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 4	11	D	VIII	FL							6,120.51	6,416.06	6,723.49	7,048.81	7,389.97	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 5	11	E	VIII	FL							6,206.90	6,502.43	6,809.88	7,135.17	7,476.34	MVFF
FIRE ENGINEER/PMEDIC/HM	08		VIII	FL							6,178.54	6,487.46	6,811.83	7,152.41	7,510.05	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1	08	A	VIII	FL							6,273.02	6,581.94	6,906.31	7,246.90	7,604.52	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2	08	B	VIII	FL							6,353.99	6,662.93	6,987.29	7,327.88	7,685.51	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3	08	C	VIII	FL							6,394.49	6,703.42	7,027.80	7,368.37	7,725.99	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4	08	D	VIII	FL							6,416.08	6,725.00	7,049.38	7,389.97	7,747.59	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5	08	E	VIII	FL							6,502.45	6,811.40	7,135.76	7,476.34	7,833.98	MVFF
FIRE ENGINEER-LEVEL 1	06	A	VIII	FL							5,394.30	5,658.13	5,937.73	6,229.34	6,536.82	MVFF
FIRE ENGINEER-LEVEL 2	06	B	VIII	FL							5,475.29	5,739.12	6,018.72	6,310.31	6,617.80	MVFF
FIRE ENGINEER-LEVEL 3	06	C	VIII	FL							5,515.78	5,779.61	6,059.23	6,350.82	6,658.30	MVFF
FIRE ENGINEER-LEVEL 4	06	D	VIII	FL							5,537.37	5,801.19	6,080.83	6,372.42	6,679.90	MVFF
FIRE ENGINEER-LEVEL 5	06	E	VIII	FL							5,623.76	5,887.59	6,167.19	6,458.78	6,766.26	MVFF
FIRE MARSHAL NON-SAFETY	E 51		VIII	M	7,197.93	8,997.41	10,796.89									EGLE
FIRE PREVENTION OFFICER I	01		VIII	FL							4,694.87	4,930.89	5,176.87	5,434.73	5,706.44	MVFF
FIRE PREVENTION OFFICER II	03		VIII	FL							4,926.96	5,172.88	5,432.73	5,702.48	5,988.07	MVFF
FIRE PREVENTION OFFICER III	10		VIII	FL							5,728.25	6,013.89	6,315.41	6,630.73	6,961.99	MVFF
FIRE PROTECTION ENGINEER	E 41		3	M	5,623.27	7,029.09	8,434.91									EGLE
FIREFIGHTER	02		VIII	FL							4,829.73	5,071.72	5,325.61	5,591.41	5,871.08	MVFF
FIREFIGHTER LEVEL 1	02	A	VIII	FL							4,924.22	5,166.20	5,420.08	5,685.89	5,965.56	MVFF
FIREFIGHTER LEVEL 2	02	B	VIII	FL							5,005.20	5,247.18	5,501.07	5,766.87	6,046.55	MVFF
FIREFIGHTER LEVEL 3	02	C	VIII	FL							5,045.70	5,287.67	5,541.58	5,807.36	6,087.05	MVFF
FIREFIGHTER LEVEL 4	02	D	VIII	FL							5,067.30	5,309.27	5,563.15	5,828.95	6,108.64	MVFF
FIREFIGHTER LEVEL 5	02	E	VIII	FL							5,153.66	5,395.64	5,649.54	5,915.34	6,195.01	MVFF
FIREFIGHTER/HAZ MAT	05		VIII	FL							5,071.24	5,325.29	5,591.89	5,870.94	6,164.63	MVFF
FIREFIGHTER/HAZ MAT-LVL 1	05	A	VIII	FL							5,165.72	5,419.77	5,686.37	5,965.41	6,259.12	MVFF
FIREFIGHTER/HAZ MAT-LVL 2	05	B	VIII	FL							5,246.70	5,500.76	5,767.35	6,046.39	6,340.10	MVFF
FIREFIGHTER/HAZ MAT-LVL 3	05	C	VIII	FL							5,287.20	5,541.24	5,807.85	6,086.88	6,380.60	MVFF
FIREFIGHTER/HAZ MAT-LVL 4	05	D	VIII	FL							5,308.80	5,562.84	5,829.44	6,108.48	6,402.18	MVFF
FIREFIGHTER/HAZ MAT-LVL 5	05	E	VIII	FL							5,395.17	5,649.22	5,915.81	6,194.86	6,488.57	MVFF
FIREFIGHTER/MEDIC/HAZMAT	04		VIII	FL							5,627.27	5,908.44	6,204.15	6,514.54	6,839.44	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1	04	A	VIII	FL							5,721.75	6,002.92	6,298.64	6,609.02	6,933.92	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2	04	B	VIII	FL							5,802.73	6,083.91	6,379.62	6,690.01	7,014.90	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3	04	C	VIII	FL							5,843.23	6,124.40	6,420.12	6,730.50	7,055.39	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4	04	D	VIII	FL							5,864.83	6,145.99	6,441.72	6,752.09	7,076.99	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5	04	E	VIII	FL							5,951.19	6,232.37	6,528.08	6,838.47	7,163.35	MVFF
FIREFIGHTER/PARAMEDIC	07		VIII	FL							5,359.35	5,627.11	5,908.75	6,204.32	6,513.75	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1	07	A	VIII	FL							5,453.84	5,721.59	6,003.22	6,298.80	6,608.22	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2	07	B	VIII	FL							5,534.82	5,802.58	6,084.21	6,379.78	6,689.21	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3	07	C	VIII	FL							5,575.35	5,843.07	6,124.72	6,420.27	6,729.70	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4	07	D	VIII	FL							5,596.91	5,864.65	6,146.30	6,441.87	6,751.28	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5	07	E	VIII	FL							5,683.28	5,951.04	6,232.68	6,528.25	6,837.68	MVFF

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FLEET AND FACILITIES MANAGER	E 25	B	III	M	5,354.11	6,692.64	8,031.17									EGLE
HAZ MAT INSPECTOR NON SAFETY	30		VIII	P	4,552.45	5,355.82	6,159.19									EGLE
HAZARDOUS MAT SPEC NON SAFETY	40	A	VIII	P	5,846.84	6,878.63	7,910.42									EGLE
HEAVY EQUIPMENT OPERATOR	18	M	6	FL							3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU
HEAVY EQUIPMENT SPECIALIST	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E 43		2	M	5,907.29	7,384.11	8,860.93									EGLE
HOUSING DIRECTOR	E 0			DH				8,578.62	10,723.27	11,795.60						ESMS
HOUSING OFFICER	E 32		2	M	4,501.82	5,627.28	6,752.74									EGLE
HOUSING SPECIALIST I	24		2	P	3,925.53	4,618.27	5,311.01									EGLE
HOUSING SPECIALIST II	28		2	P	4,333.33	5,098.04	5,862.75									EGLE
HUMAN RESOURCES ANALYST I	23		2	P	3,830.64	4,506.63	5,182.62									MISC
HUMAN RESOURCES ANALYST II	27		2	P	4,228.44	4,974.64	5,720.84									MISC
HUMAN RESOURCES DIRECTOR	E 0			DH				8,578.62	10,723.27	11,795.60						ESMS
HUMAN RESOURCES MANAGER	E 42		2	M	5,765.22	7,206.53	8,647.84									MISC
HUMAN RESOURCES TECHNICIAN	20		2	P	3,557.74	4,185.58	4,813.42									MISC
HUMAN SERVICES MANAGER	E 34	A	2	M	4,731.05	5,913.81	7,096.57									EGLE
IT ANALYST I	27		2	P	4,228.44	4,974.64	5,720.84									EGLE
IT ANALYST II	E 31		2	P	4,393.58	5,491.98	6,590.38									EGLE
IT APPLICATIONS MANAGER	E 39	A	2	M	5,352.62	6,690.78	8,028.94									EGLE
IT DESKTOP TECHNICIAN I	13		2	P	2,991.41	3,519.31	4,047.21									EGLE
IT DESKTOP TECHNICIAN II	17		2	P	3,303.02	3,885.91	4,468.80									EGLE
IT OPERATIONS MANAGER	E 39	A	2	M	5,352.62	6,690.78	8,028.94									EGLE
JUNIOR ENGINEER (CIVIL)	28		3	P	4,333.33	5,098.04	5,862.75									EGLE
JUNIOR PLANNER	21		2	P	3,646.30	4,289.77	4,933.24									EGLE
LEAD POLICE RECORDS SPECIALIST	03		V	FL							3,727.35	3,911.71	4,107.37	4,310.60	4,526.94	NPOA
LEAD PUBLIC SAFETY DISPATCHER	18	A	II	P	4,646.92	5,466.97	6,287.02									SEIU
LEAD SECURITY SERVICES GUARD	07	M	6	FL							2,487.37	2,613.22	2,740.76	2,876.94	3,018.33	SEIU
LEGAL SECRETARY	18	A	2	P	3,386.49	3,984.10	4,581.72									MISC
LIBRARIAN I	15		4	P	3,143.31	3,698.01	4,252.71									EGLE
LIBRARIAN II	19		4	P	3,470.65	4,083.12	4,695.59									EGLE
LIBRARY ASSISTANT I	06		4	FL							2,436.32	2,557.56	2,685.58	2,820.46	2,962.17	EGLE
LIBRARY ASSISTANT II	10		4	FL							2,688.99	2,823.89	2,965.60	3,112.42	3,269.51	EGLE
LIBRARY CUSTOMER SERVICE SUPRV	22		4	P	3,736.87	4,396.32	5,055.77									EGLE
LIBRARY DIRECTOR	E 0			DH				8,578.62	10,723.27	11,795.60						ESMS
LIBRARY MANAGER	E 35		4	M	4,848.45	6,060.56	7,272.67									EGLE
LIBRARY TECHNICIAN	01		4	FL							2,152.91	2,260.46	2,374.88	2,492.67	2,617.31	EGLE
MANAGEMENT FELLOW	18		2	P	3,385.69	3,983.17	4,580.65									EGLE
MAYOR				COUNCIL		747.89										COUN
NETWORK ARCHITECT	39	A	2	M	5,352.62	6,690.78	8,028.94									EGLE
OFFICE ASSISTANT	07	C	5	FL							2,498.39	2,621.32	2,754.54	2,891.15	3,036.33	SEIU
OFFICE ASSISTANT-CONF	07		5	FL							2,498.39	2,621.32	2,754.54	2,891.15	3,036.33	MISC
OFFICE OF EMER SVCS COORD.	40	A	VIII	P	5,846.84	6,878.63	7,910.42									EGLE
PARALEGAL	19		2	P	3,470.65	4,083.12	4,695.59									MISC

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**						
PARKS & OPEN SPACE MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47									EGLE
PARKS & OPEN SPACE WORKER I	03	M	6	FL						2,256.40	2,370.16	2,485.66	2,608.05	2,739.02		SEIU
PARKS & OPEN SPACE WORKER II	07	M	6	FL						2,487.37	2,613.22	2,740.76	2,876.94	3,018.33		SEIU
PARKS MAINTENANCE WORKER I	10	M	6	FL						2,674.27	2,807.47	2,947.53	3,096.07	3,249.75		SEIU
PARKS MAINTENANCE WORKER II	14	M	6	FL						2,950.92	3,099.50	3,253.18	3,417.12	3,587.89		SEIU
PARKS MAINTENANCE WORKER III	18	M	6	FL						3,258.27	3,420.55	3,591.33	3,770.60	3,960.20		SEIU
PARKS SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61									EGLE
PAYROLL ACCOUNTANT I	25		2	P	4,025.13	4,735.45	5,445.77									MISC
PAYROLL ACCOUNTANT II	29		2	P	4,443.21	5,227.31	6,011.41									MISC
PAYROLL TECHNICIAN	18		2	P	3,386.49	3,984.10	4,581.72									MISC
PERFORMING ARTS ASSISTANT	11	A	4	FL						2,757.30	2,893.92	3,039.00	3,190.95	3,351.48		EGLE
PERFORMING ARTS COORDINATOR	20		4	P	3,556.92	4,184.61	4,812.30									EGLE
PERFORMING ARTS MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47									EGLE
PERFORMING ARTS SUPERVISOR	E 26		4	M	3,881.74	4,852.18	5,822.62									EGLE
PERMIT TECHNICIAN	18	C	3	FL						3,278.79	3,442.72	3,613.50	3,794.51	3,984.10		SEIU
PLAN CHECK ENGINEER	E 34		2	M	4,729.95	5,912.44	7,094.93									EGLE
PLAN CHECK EXAMINER	30		3	P	4,552.45	5,355.82	6,159.19									EGLE
PLANNING BOARD CLERK	18	C	2	P	3,386.49	3,984.10	4,581.72									SEIU
POLICE ASSISTANT III-UNIFORMED	10	A	5	FL						2,744.22	2,880.38	3,023.47	3,171.71	3,330.35		NPOA
POLICE ASSISTANT II-UNIFORMED	06	A	5	FL						2,487.37	2,613.22	2,740.76	2,876.94	3,018.33		NPOA
POLICE ASSISTANT I-UNIFORMED	02	C	5	FL						2,256.40	2,370.16	2,485.66	2,608.05	2,739.02		NPOA
POLICE CAPTAIN	E 02		VII	M	8,348.29	10,435.36	12,522.43									PMGR
POLICE CAPTAIN-TIER 2	E 02		VII	M	8,348.29	10,435.36	11,395.41									PMGR
POLICE CHIEF	E 01			DH				10,261.08	12,826.35	14,108.99						DHPO
POLICE LIEUTENANT	E 01		VII	M	7,259.71	9,074.64	10,889.57									PMGR
POLICE LIEUTENANT-TIER 2	E 01		VII	M	7,259.71	9,074.64	10,127.30									PMGR
POLICE MEDIA/COMM REL COORD	31		2	P	4,668.18	5,491.98	6,315.78									EGLE
POLICE OFFICER	01		VII	FL						5,040.01	5,289.88	5,556.36	5,831.11	6,120.32		POA
POLICE OFFICER TRAINEE	05		V	FL						4,641.19						NPOA
POLICE RECORDS SPECIALIST	01		V	FL						3,332.21	3,495.88	3,670.87	3,851.52	4,043.45		NPOA
POLICE RECORDS SUPERVISOR	26		2	P	4,189.01	4,928.25	5,667.49									NPOA
POLICE SERGEANT	03		VII	FL						6,118.23	6,421.88	6,742.04	7,078.74	7,429.87		POA
POSTCLOSURE ENV SYSTEMS SPEC	26	M	6	FL						3,968.70	4,168.51	4,376.87	4,595.41	4,824.29		SEIU
POSTCLOSURE ENV SYSTEMS TECH	18	M	6	FL						3,258.27	3,420.55	3,591.33	3,770.60	3,960.20		SEIU
POSTCLOSURE SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61									EGLE
PRINCIPAL CIVIL ENGINEER	E 44		3	M	6,054.98	7,568.72	9,082.46									EGLE
PRINCIPAL FINANCIAL ANALYST	E 35		2	M	4,849.58	6,061.98	7,274.38									MISC
PRINCIPAL IT ANALYST	E 37		2	M	5,093.26	6,366.57	7,639.88									EGLE
PRINCIPAL MANAGEMENT ANALYST	E 34		2	M	4,731.05	5,913.81	7,096.57									MISC
PRINCIPAL PLANNER	E 36		2	M	4,970.31	6,212.89	7,455.47									EGLE
PRINCIPAL PROJECT MANAGER	E 44		3	M	6,054.98	7,568.72	9,082.46									EGLE
PROGRAM ASSISTANT	16	C	5	FL						3,118.26	3,275.38	3,439.31	3,611.82	3,791.12		SEIU
PROJECT MANAGER	E 36		2	M	4,970.31	6,212.89	7,455.47									EGLE

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PROPERTY & EVIDENCE SPECIALIST	02	A	V	P	3,682.64	4,332.52	4,982.40									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC	25		2	P	4,024.21	4,734.37	5,444.53									EGLE
PUBLIC SAFETY DISP COORDINATOR	33	C	3	P	4,899.00	5,763.53	6,628.06									SEIU
PUBLIC SAFETY DISPATCHER I	12	A	II	FL							3,797.30	3,986.23	4,186.72	4,394.86	4,614.62	SEIU
PUBLIC SAFETY DISPATCHER II	15	A	II	FL							4,234.87	4,446.92	4,668.56	4,901.80	5,146.63	SEIU
PUBLIC SAFETY DISPATCHER III	16	A	III	FL							4,657.57	4,890.43	5,134.96	5,391.69	5,661.28	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E 39		2	M	5,351.39	6,689.24	8,027.09									EGLE
PUBLIC SERVICES TECHNICIAN	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
PUBLIC SERVICES TRAINEE	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
PUBLIC WORKS DIRECTOR	E 0			DH				8,578.62	10,723.27	11,795.60						ESMS
PUBLIC WORKS INSPECTOR I	25		3	FL							3,895.30	4,089.98	4,294.87	4,510.04	4,735.45	SEIU
PUBLIC WORKS INSPECTOR II	29		3	FL							4,300.02	4,515.21	4,740.57	4,977.97	5,225.58	SEIU
PURCH & SUPPORT SRVCS MGR	E 41		2	M	5,623.27	7,029.09	8,434.91									EGLE
REAL PROPERTY PROGRAM ADMIN.	E 38		3	M	5,221.65	6,527.06	7,832.47									EGLE
RECREATION COORDINATOR	16		4	P	3,221.69	3,790.22	4,358.75									EGLE
RECREATION LEADER II	02	A	IV	FL							1,787.57	1,876.35	1,970.21	2,069.29	2,171.70	EGLE
RECREATION MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47									EGLE
RECREATION SPECIALIST	07	B	IV	FL							2,280.97	2,395.36	2,514.88	2,639.52	2,772.67	EGLE
RECREATION SUPERVISOR	E 30		4	M	4,284.66	5,355.82	6,426.98									EGLE
RENT STABILIZATION MANAGER	E 43		2	M	5,907.29	7,384.11	8,860.93									EGLE
RISK MANAGER	E 40		2	M	5,485.22	6,856.53	8,227.84									EGLE
SAFETY & TRAINING ADMINISTRATR	19	B	III	P	4,575.67	5,383.14	6,190.61									EGLE
SENIOR ACCOUNTANT	E 31		2	M	4,393.58	5,491.98	6,590.38									EGLE
SENIOR ADMINISTRATIVE ASSIST	15	C	5	FL							3,043.13	3,196.81	3,355.65	3,523.02	3,698.88	SEIU
SENIOR ASSISTANT CITY ATTORNEY	E 51		2	M	7,197.92	8,997.40	10,796.88									MISC
SENIOR BUILDING INSPECTOR	33	C	3	P	4,899.00	5,763.53	6,628.06									SEIU
SENIOR CIVIL ENGINEER	E 40		3	M	5,485.22	6,856.53	8,227.84									EGLE
SENIOR CODE ENF OFFICER	29		3	P	4,441.74	5,225.58	6,009.42									SEIU
SENIOR DEPUTY CITY ATTORNEY	E 41		2	M	5,623.70	7,029.62	8,435.54									MISC
SENIOR FINANCIAL ANALYST-CONF	E 31		2	M	4,393.58	5,491.98	6,590.38									MISC
SENIOR HAZ MAT SPECIALIST - NS	42	A	VIII	P	6,142.84	7,226.87	8,310.90									EGLE
SENIOR HOUSING OFFICER	E 34		2	M	4,729.95	5,912.44	7,094.93									EGLE
SENIOR IT ANALYST	E 35		2	M	4,848.45	6,060.56	7,272.67									EGLE
SENIOR IT DESKTOP TECHNICIAN	21		2	P	3,646.30	4,289.77	4,933.24									EGLE
SENIOR LIBRARIAN	23		4	P	3,816.83	4,490.39	5,163.95									EGLE
SENIOR LIBRARY ASSISTANT	14	A	4	FL							2,968.99	3,117.54	3,272.90	3,438.52	3,607.56	EGLE
SENIOR MANAGEMENT ANALYST	E 31		2	M	4,393.58	5,491.98	6,590.38									EGLE
SENIOR MANAGEMENT ANALYST-CONF	E 31		2	M	4,393.58	5,491.98	6,590.38									MISC
SENIOR OUTREACH COORDINATOR	20		4	P	3,556.92	4,184.61	4,812.30									EGLE
SENIOR PAYROLL ACCOUNTANT	E 33		2	M	4,616.29	5,770.36	6,924.43									MISC
SENIOR PERMIT TECHNICIAN	23		3	FL							3,707.45	3,893.57	4,088.24	4,293.18	4,506.63	SEIU
SENIOR PLANNER	E 33		2	M	4,615.20	5,769.00	6,922.80									EGLE
SENIOR PROJECT MANAGER	E 40		2	M	5,485.22	6,856.53	8,227.84									EGLE

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
SENIOR PUBLIC WORKS INSPECTOR	33	C	3	P	4,899.00	5,763.53	6,628.06								SEIU	
SENIOR RECREATION COORDINATOR	20		4	P	3,556.92	4,184.61	4,812.30								EGLE	
SENIOR STAGEHAND	03		4	FL						2,262.20	2,374.88	2,494.38	2,619.03	2,750.47	EGLE	
SENIOR SYSTEMS SPECIALIST	E 37		2	M	5,093.26	6,366.57	7,639.88								EGLE	
SENIOR TICKET SERVICES REP	01		4	FL						2,152.91	2,260.46	2,374.88	2,492.67	2,617.31	EGLE	
SENIOR UTILITIES SYS TECH.	23	M	6	FL						3,686.32	3,870.15	4,064.40	4,267.47	4,481.03	SEIU	
SENIOR WATER SYSTEM OPERATOR	26	M	6	FL						3,968.70	4,168.51	4,376.87	4,595.41	4,824.29	SEIU	
SHORELINE MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47								EGLE	
SOLID WASTE PROGRAM MANAGER	E 25	A	II	M	5,168.38	6,460.48	7,752.58								EGLE	
SR HUMAN RESOURCES ANALYST	E 31		2	M	4,393.58	5,491.98	6,590.38								MISC	
SR POSTCLOSURE ENV SYS TECH	22	M	6	FL						3,596.41	3,775.76	3,965.27	4,163.39	4,371.73	SEIU	
STREET & LANDFILL CLOSURE MNGR	E 26	B	III	M	5,553.54	6,941.92	8,330.30								EGLE	
STREET LIGHTING TECHNICIAN	18	M	6	FL						3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU	
STREET MAINTENANCE WORKER I	10	M	6	FL						2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU	
STREET MAINTENANCE WORKER II	14	M	6	FL						2,950.92	3,099.50	3,253.18	3,417.12	3,587.89	SEIU	
STREET MAINTENANCE WORKER III	18	M	6	FL						3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU	
STREET SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61								EGLE	
STREETSWEeper OPERATOR	16	M	6	FL						3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU	
SUPERVISING BUYER	28		2	P	4,333.33	5,098.04	5,862.75								EGLE	
SUPERVISING PRKS & OPN SP WRKR	11	M	4	FL						2,740.87	2,877.47	3,020.95	3,172.89	3,331.74	SEIU	
SUSTAINABILITY PROGRAM MANAGER	E 34		2	M	4,729.95	5,912.44	7,094.93								EGLE	
SYSTEMS COORDINATOR/TECHNICIAN	12	A	II	P	3,423.43	4,027.56	4,631.69								EGLE	
SYSTEMS SPECIALIST	28		2	P	4,333.33	5,098.04	5,862.75								EGLE	
TRAFFIC ENGINEER	E 45		3	M	6,206.35	7,757.94	9,309.53								EGLE	
TRAINING OFFICER I	01		VIII	FL						4,694.87	4,930.89	5,176.87	5,434.73	5,706.44	MVFF	
TRANSPORTATION MANAGER	E 44		2	M	6,054.98	7,568.72	9,082.46								EGLE	
TRANSPORTATION PLANNER	E 40		3	M	5,485.22	6,856.53	8,227.84								EGLE	
TREE TRIMMER I	12	M	6	FL						2,809.20	2,949.23	3,097.81	3,251.48	3,415.42	SEIU	
TREE TRIMMER II	16	M	6	FL						3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU	
TREE TRIMMER III	20	M	6	FL						3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU	
URBAN FOREST COORDINATOR	16		2	P	3,221.69	3,790.22	4,358.75								EGLE	
URBAN FOREST MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47								EGLE	
URBAN FOREST SUPERVISOR	20	B	III	P	4,744.02	5,581.20	6,418.38								EGLE	
UTILITIES ELECTRICIAN	27	M	6	FL						4,067.92	4,272.72	4,486.29	4,710.30	4,944.90	SEIU	
UTILITIES INSPECTOR LOCATOR	20	M	6	FL						3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU	
UTILITIES SERVICES MANAGER	E 42		3	M	5,763.87	7,204.84	8,645.81								EGLE	
UTILITIES SYSTEMS SPECIALIST	27	M	6	FL						4,067.92	4,272.72	4,486.29	4,710.30	4,944.90	SEIU	
UTILITIES SYSTEMS SUPERVISOR	20	A	III	P	4,690.06	5,517.72	6,345.38								EGLE	
UTILITIES SYSTEMS TECHNICIAN	19	M	6	FL						3,338.56	3,505.92	3,681.82	3,866.27	4,059.17	SEIU	
WAREHOUSE WORKER	10	M	6	FL						2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU	
WASTEWATER SUPERVISOR	20	A	III	P	4,690.06	5,517.72	6,345.38								EGLE	
WASTEWATER UTILITY WORKER I	13	M	6	FL						2,879.43	3,022.97	3,175.26	3,332.76	3,500.81	SEIU	
WASTEWATER UTILITY WORKER II	17	M	6	FL						3,178.07	3,336.87	3,504.21	3,680.11	3,862.85	SEIU	

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**						
WASTEWATER UTILITY WORKER III	21	M	6	FL												SEIU
WATER ENVIRONMENT SPECIALIST	14		III	P	4,078.85	4,798.65	5,518.45									SEIU
WATER OPERATIONS SPECIALIST	27	M	6	FL						4,067.92	4,272.72	4,486.29	4,710.30	4,944.90	SEIU	
WATER QUALITY TECHNICIAN	26	M	6	FL						3,968.70	4,168.51	4,376.87	4,595.41	4,824.29	SEIU	
WATER RESOURCE MANAGER	E 34		2	M	4,729.95	5,912.44	7,094.93								EGLE	
WATER RESOURCES TECHNICIAN	19	M	6	FL						3,338.56	3,505.92	3,681.82	3,866.27	4,059.17	SEIU	
WATER SUPERINTENDENT	E 22	A	III	M	4,922.38	6,152.98	7,383.58								EGLE	
WATER SUPERVISOR	20	A	III	P	4,690.06	5,517.72	6,345.38								EGLE	
WATER SYSTEM OPERATOR	22	M	6	FL						3,596.41	3,775.76	3,965.27	4,163.39	4,371.73	SEIU	
WATER UTILITY WORKER I	13	M	6	FL						2,879.43	3,022.97	3,175.26	3,332.76	3,500.81	SEIU	
WATER UTILITY WORKER II	17	M	6	FL						3,178.07	3,336.87	3,504.21	3,680.11	3,862.85	SEIU	
WATER UTILITY WORKER III	21	M	6	FL						3,507.78	3,682.84	3,868.38	4,060.93	4,263.98	SEIU	
WEBSITE COORDINATOR	31		2	P	4,668.18	5,491.98	6,315.78								MISC	
WILDLIFE PRESERVATION COORD	16		4	P	3,221.69	3,790.22	4,358.75								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	06/25/2023	06/27/2023	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/25/2023	10/24/2023	City Attorney, City Clerk and City Manager merit increase adjustments.
Revision No. 2	03/03/2024	02/27/2024	Mid-year budget updates

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2024-25

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit			
					Control Point			Min	Std.	Max**							Min	Std.	Max**
					Min	Cntl. Pt.	Max*	Min	Std.	Max**									
ACCOUNT CLERK I		08	C	5	FL							2,560.85	2,686.85	2,823.41	2,963.43	3,112.24	SEIU		
ACCOUNT CLERK I - CONF		08		5	FL							2,663.28	2,794.32	2,936.35	3,081.97	3,236.73	MISC		
ACCOUNT CLERK II		12	C	5	FL							2,823.41	2,965.19	3,115.69	3,271.48	3,434.29	SEIU		
ACCOUNT CLERK II-CONF.		12		5	FL							2,936.33	3,083.79	3,240.32	3,402.34	3,571.66	MISC		
ACCOUNTANT I		23	A	2	P	3,830.64	4,506.63	5,182.62									EGLE		
ACCOUNTANT II		27		2	P	4,228.44	4,974.64	5,720.84									EGLE		
ACCOUNTING MANAGER	E	40		2	M	5,705.95	7,132.44	8,558.93									MISC		
ACCOUNTING TECHNICIAN		16	C	2	FL							3,118.26	3,275.38	3,439.31	3,611.82	3,791.12	SEIU		
ADMINISTRATIVE AIDE		19		2	P	3,470.65	4,083.12	4,695.59									EGLE		
ADMINISTRATIVE ASSISTANT		11	C	5	FL							2,754.54	2,892.86	3,039.70	3,191.69	3,350.53	SEIU		
ADMINISTRATIVE ASSISTANT-CONF		11		5	FL							2,864.72	3,008.57	3,161.29	3,319.36	3,484.55	MISC		
ADVANCED PLANNING MANAGER	E	41		2	M	5,623.27	7,029.09	8,434.91									EGLE		
AFFORDABLE HOUSING MANAGER	E	43		2	M	5,907.29	7,384.11	8,860.93									EGLE		
ANALYST I		23	A	2	P	3,830.64	4,506.63	5,182.62									EGLE		
ANALYST I-CONF		23		2	P	3,983.87	4,686.90	5,389.94									MISC		
ANALYST II		27		2	P	4,228.44	4,974.64	5,720.84									EGLE		
ANALYST II-CONF		27		2	P	4,397.59	5,173.63	5,949.67									MISC		
ASSISTANT BUILDING INSPECTOR		23		3	FL							3,707.45	3,893.57	4,088.24	4,293.18	4,506.63	SEIU		
ASSISTANT BUYER		20		2	FL							3,441.91	3,614.36	3,795.34	3,984.86	4,184.61	EGLE		
ASSISTANT CITY ATTORNEY	E	47		2	M	6,782.96	8,478.70	10,174.44									MISC		
ASSISTANT CITY CLERK		31		2	M	4,393.58	5,491.98	6,590.38									EGLE		
ASSISTANT CITY MANAGER	E	01			DH				9,458.81	11,823.51	13,005.86						ESMS		
ASSISTANT COMM. SVCS. DIRECTOR	E	46		3	M	6,362.11	7,952.64	9,543.17									EGLE		
ASSISTANT ENGINEER (CIVIL)		32		3	P	4,783.19	5,627.28	6,471.37									EGLE		
ASSISTANT IT DIRECTOR	E	46		2	M	6,362.11	7,952.64	9,543.17									EGLE		
ASSISTANT LIBRARY DIRECTOR		46		4	M	6,362.11	7,952.64	9,543.17									EGLE		
ASSISTANT PLANNER		25		2	P	4,024.21	4,734.37	5,444.53									EGLE		
ASSISTANT PROJECT MANAGER	E	32		2	M	4,501.82	5,627.28	6,752.74									EGLE		
ASSISTANT PUBLIC WORKS DIR.	E	51		3	M	7,197.93	8,997.41	10,796.89									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	5,280.96	6,212.89	7,144.82									EGLE		
ASSOCIATE PLANNER		29		2	P	4,442.19	5,226.10	6,010.02									EGLE		
ASST COMMUNITY DEVELOPMENT DIR	E	46		2	M	6,362.11	7,952.64	9,543.17									EGLE		
ASST FINANCE & ADM SVCS DIR	E	48		2	M	6,952.06	8,690.07	10,428.08									MISC		
BATTALION CHIEF	E	04		VIII	M	8,076.67	10,095.84	12,115.01									FMGR		
BATTALION CHIEF-TIER 2	E	04		VIII	M	8,076.67	10,095.84	11,266.96									FMGR		
BUILDING INSPECTOR I		25		3	FL							3,895.30	4,089.98	4,294.87	4,510.04	4,735.45	SEIU		
BUILDING INSPECTOR II		29		3	FL							4,300.02	4,515.21	4,740.57	4,977.97	5,225.58	SEIU		
BUYER		24		2	FL							3,799.48	3,989.46	4,188.91	4,398.36	4,618.27	EGLE		
CHIEF BLDG OFFICIAL	E	44		3	M	6,054.98	7,568.72	9,082.46									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	6,362.11	7,952.64	9,543.17									EGLE		
CIO/INFORMATION TECHNOLOGY DIR	E	00			DH				8,921.76	11,152.20	12,267.42						ESMS		
CITY ATTORNEY	E	00			DH		13,413.54										CA		

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
CITY CLERK	E 00			DH		8,409.72									CC	
CITY MANAGER	E 00			DH		16,252.32									CM	
CODE ENFORCEMENT OFFICER I		23	3	FL							3,707.45	3,893.57	4,088.24	4,293.18	4,506.63	SEIU
CODE ENFORCEMENT OFFICER II		27	3	FL							4,093.40	4,296.58	4,511.79	4,737.16	4,974.55	SEIU
COMMUNICATION COORDINATOR		31	2	P	4,668.18	5,491.98	6,315.78									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E 00			DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY OUTREACH SPECIALIST	07	B									2,280.97	2,395.36	2,514.88	2,639.52	2,772.67	EGLE
COMMUNITY SERVICES DIRECTOR	E 00			DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY SERVICES OFFICER	02		V	FL							3,535.90	3,714.00	3,897.90	4,089.71	4,291.27	NPOA
COMMUNITY SVCS PROJECT ADMIN	29		2	P	4,442.19	5,226.10	6,010.02									EGLE
COPY CENTER TECHNICIAN	10		5	FL							2,688.99	2,823.89	2,965.60	3,112.42	3,269.51	EGLE
COUNCILMEMBER				COUNCIL		621.61										COUN
CRIME ANALYST	27		2	P	4,228.44	4,974.64	5,720.84									EGLE
CROSS CONNECTION CONTROL SPEC	19	M	6	FL							3,338.56	3,505.92	3,681.82	3,866.27	4,059.17	SEIU
CUSTOMER SERVICE SUPERVISOR	22		2	P	3,736.87	4,396.32	5,055.77									EGLE
CUSTOMER SVC. REPRESENTATIVE	05	C	5	FL	-	-	-				2,375.41	2,493.24	2,617.92	2,749.41	2,886.03	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E 48		3	M	6,690.60	8,363.25	10,035.90									EGLE
DEPUTY BUILDING OFFICIAL	E 36		2	M	4,970.31	6,212.89	7,455.47									EGLE
DEPUTY CITY ATTORNEY	E 37		2	M	5,298.21	6,622.76	7,947.31									MISC
DEPUTY CITY CLERK	22		2	P	3,736.87	4,396.32	5,055.77									EGLE
DEPUTY CITY MANAGER	E 46		2	M	6,618.14	8,272.68	9,927.22									MISC
DEPUTY COMMUNICATIONS OFFICER	E 34		2	M	4,920.29	6,150.36	7,380.43									MISC
DEPUTY FIRE CHIEF	E 07		VIII	M	8,692.53	10,865.66	13,038.79									FMGR
DEPUTY FIRE MARSHAL	13		VIII	FL							6,503.14	6,829.04	7,170.27	7,529.01	7,905.26	MVFF
DEPUTY FIRE MARSHAL-LVL 1	13	A	VIII	FL							6,625.43	6,951.32	7,292.54	7,651.29	8,027.53	MVFF
DEPUTY FIRE MARSHAL-LVL 2	13	B	VIII	FL							6,710.47	7,036.36	7,377.58	7,736.33	8,112.57	MVFF
DEPUTY FIRE MARSHAL-LVL 3	13	C	VIII	FL							6,752.98	7,078.87	7,420.10	7,778.84	8,155.10	MVFF
DEPUTY FIRE MARSHAL-LVL 4	13	D	VIII	FL							6,775.66	7,101.54	7,442.78	7,801.52	8,177.77	MVFF
DEPUTY FIRE MARSHAL-LVL 5	13	E	VIII	FL							6,866.35	7,192.25	7,533.48	7,892.21	8,268.47	MVFF
DEPUTY ZONING ADMINISTRATOR	E 36		2	M	4,970.31	6,212.89	7,455.47									EGLE
DEV SRVCS COORD	33	C	3	P	4,899.00	5,763.53	6,628.06									SEIU
DOCUMENT PROC. TECHNICIAN I	10		5	FL							2,688.99	2,823.89	2,965.60	3,112.42	3,269.51	EGLE
DOCUMENT PROC. TECHNICIAN II	14		5	FL							2,967.27	3,115.87	3,272.90	3,435.09	3,607.56	EGLE
DOCUMENT PROC. TECHNICIAN III	18		5	FL							3,276.30	3,440.24	3,612.70	3,793.64	3,983.17	EGLE
DOCUMENT PROCESSING SUPERVISOR	22		2	P	3,887.27	4,573.26	5,259.25									MISC
ECONOMIC DEVELPMNT STRATEGIST	E 33		2	M	4,615.20	5,769.00	6,922.80									EGLE
ECONOMIC VITALITY MANAGER	E 43		2	M	5,907.29	7,384.11	8,860.93									EGLE
EMERGENCY COMMUNICATIONS MGR	39		2	M	5,351.39	6,689.24	8,027.09									EGLE
ENGINEERING ASSISTANT I	16		3	FL							3,114.85	3,270.28	3,434.17	3,606.67	3,785.97	SEIU
ENGINEERING ASSISTANT II	20	C	3	FL							3,439.31	3,611.82	3,792.81	3,982.35	4,180.47	SEIU
ENGINEERING ASSISTANT III	24	C	3	FL							3,801.37	3,990.92	4,190.72	4,400.77	4,619.36	SEIU
ENVIR & SAFETY PROTECTION INSP	14		III	P	4,078.85	4,798.65	5,518.45									SEIU
ENVIRONMENTAL SAFETY COORD.	33	C	3	P	4,899.00	5,763.53	6,628.06									SEIU
EQUIPMENT MAINT. SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61									EGLE

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
EQUIPMENT MECHANIC I	16	M	6	FL							3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU
EQUIPMENT MECHANIC II	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
EQUIPMENT MECHANIC III	24	M	6	FL							3,777.45	3,967.01	4,165.10	4,373.46	4,592.03	SEIU
EQUIPMENT SERVICE WORKER	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
EXECUTIVE ASSISTANT	18	C	2	P	3,386.49	3,984.10	4,581.72									SEIU
EXECUTIVE ASST. TO THE CA	22		2	P	3,887.27	4,573.26	5,259.25									MISC
EXECUTIVE ASST. TO THE CM	22		2	P	3,887.27	4,573.26	5,259.25									MISC
FACILITIES CONTRACT COORDINATR	26		2	P	4,124.35	4,852.18	5,580.01									EGLE
FACILITIES MAINT. SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61									EGLE
FACILITIES MAINTENANCE I	12	M	6	FL							2,809.20	2,949.23	3,097.81	3,251.48	3,415.42	SEIU
FACILITIES MAINTENANCE II	16	M	6	FL							3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU
FACILITIES MAINTENANCE III	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
FACILITIES PROJECT MANAGER	E 36		2	M	4,970.31	6,212.89	7,455.47									EGLE
FINANCE AND ADMIN SVCS DIR	E 00			DH	-			8,921.76	11,152.20	12,267.42						ESMS
FINANCE MANAGER	E 40		2	M	5,705.95	7,132.44	8,558.93									MISC
FINANCIAL ANALYST I	23	A	2	P	3,830.64	4,506.63	5,182.62									EGLE
FINANCIAL ANALYST I - CONF	23		2	P	3,983.87	4,686.90	5,389.94									MISC
FINANCIAL ANALYST II	27		2	P	4,228.44	4,974.64	5,720.84									EGLE
FINANCIAL ANALYST II - CONF	27		2	P	4,397.59	5,173.63	5,949.67									MISC
FIRE CAPTAIN	12		VIII	FL							6,492.18	6,818.13	7,157.16	7,515.90	7,892.12	MVFF
FIRE CAPTAIN/HAZ MAT	15		VIII	FL							6,816.76	7,159.03	7,514.97	7,891.65	8,286.67	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1	15	A	VIII	FL							6,915.96	7,258.23	7,614.17	7,990.87	8,385.87	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2	15	B	VIII	FL							7,000.99	7,343.26	7,699.20	8,075.90	8,470.91	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3	15	C	VIII	FL							7,043.52	7,385.77	7,741.71	8,118.41	8,513.44	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4	15	D	VIII	FL							7,066.18	7,408.44	7,764.38	8,141.08	8,536.12	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5	15	E	VIII	FL							7,156.88	7,499.13	7,855.09	8,231.77	8,626.80	MVFF
FIRE CAPTAIN-LEVEL 1	12	A	VIII	FL							6,614.46	6,940.42	7,279.44	7,638.17	8,014.40	MVFF
FIRE CAPTAIN-LEVEL 2	12	B	VIII	FL							6,699.49	7,025.45	7,364.48	7,723.21	8,099.44	MVFF
FIRE CAPTAIN-LEVEL 3	12	C	VIII	FL							6,742.01	7,067.96	7,406.98	7,765.73	8,141.95	MVFF
FIRE CAPTAIN-LEVEL 4	12	D	VIII	FL							6,764.67	7,090.63	7,429.65	7,788.40	8,164.63	MVFF
FIRE CAPTAIN-LEVEL 5	12	E	VIII	FL							6,855.39	7,181.33	7,520.36	7,879.11	8,255.32	MVFF
FIRE CHIEF	E 01			DH				10,774.13	13,467.67	14,814.44						DHFI
FIRE ENGINEER	06		VIII	FL							5,564.82	5,841.84	6,135.42	6,441.60	6,764.46	MVFF
FIRE ENGINEER/HAZ MAT	09		VIII	FL							5,843.06	6,133.85	6,442.20	6,763.65	7,102.65	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1	09	A	VIII	FL							5,965.36	6,256.14	6,564.48	6,885.94	7,224.92	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2	09	B	VIII	FL							6,050.37	6,341.16	6,649.51	6,970.97	7,309.96	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3	09	C	VIII	FL							6,092.91	6,383.70	6,692.03	7,013.50	7,352.50	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4	09	D	VIII	FL							6,115.57	6,406.37	6,714.70	7,036.18	7,375.17	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5	09	E	VIII	FL							6,206.27	6,497.05	6,805.41	7,126.87	7,465.86	MVFF
FIRE ENGINEER/PARAMEDIC	11		VIII	FL							6,177.12	6,487.45	6,810.25	7,151.80	7,510.03	MVFF
FIRE ENGINEER/PARAMEDIC-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
FIRE ENGINEER/PARAMEDIC-LEVL 4	11	D	VIII	FL							6,449.62	6,759.94	7,082.74	7,424.33	7,782.55	MVFF

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
HEAVY EQUIPMENT OPERATOR	18	M	6	FL							3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU
HEAVY EQUIPMENT SPECIALIST	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
HOUSING DIRECTOR	E 00			DH				8,921.76	11,152.20	12,267.42						ESMS
HOUSING OFFICER	E 32		2	M	4,501.82	5,627.28	6,752.74									EGLE
HOUSING SPECIALIST I	24		2	P	3,925.53	4,618.27	5,311.01									EGLE
HOUSING SPECIALIST II	28		2	P	4,333.33	5,098.04	5,862.75									EGLE
HUMAN RESOURCES ANALYST I	23		2	P	3,983.87	4,686.90	5,389.94									MISC
HUMAN RESOURCES ANALYST II	27		2	P	4,397.59	5,173.63	5,949.67									MISC
HUMAN RESOURCES DIRECTOR	E 00			DH				8,921.76	11,152.20	12,267.42						ESMS
HUMAN RESOURCES MANAGER	E 42		2	M	5,995.83	7,494.79	8,993.75									MISC
HUMAN RESOURCES TECHNICIAN	20		2	P	3,700.05	4,353.00	5,005.95									MISC
HUMAN SERVICES MANAGER	E 34		2	M	4,731.05	5,913.81	7,096.57									EGLE
INFORMATION TECHNOLOGY MANAGER	E 42		2	M	5,763.87	7,204.84	8,645.81									EGLE
IT ANALYST I	27		2	P	4,228.44	4,974.64	5,720.84									EGLE
IT ANALYST II	E 31		2	M	4,393.58	5,491.98	6,590.38									EGLE
IT APPLICATIONS MANAGER	E 39	A	2	M	5,352.62	6,690.78	8,028.94									EGLE
IT DESKTOP TECHNICIAN I	13		2	P	2,991.41	3,519.31	4,047.21									EGLE
IT DESKTOP TECHNICIAN II	17		2	P	3,303.02	3,885.91	4,468.80									EGLE
IT OPERATIONS MANAGER	E 39	A	2	M	5,352.62	6,690.78	8,028.94									EGLE
JUNIOR ENGINEER (CIVIL)	28		3	P	4,333.33	5,098.04	5,862.75									EGLE
JUNIOR PLANNER	21		2	P	3,646.30	4,289.77	4,933.24									EGLE
LEAD POLICE RECORDS SPECIALIST	03		V	FL							3,876.44	4,068.18	4,271.66	4,483.02	4,708.02	NPOA
LEAD PUBLIC SAFETY DISPATCHER	18	A	II	P	4,646.92	5,466.97	6,287.02									SEIU
LEAD SECURITY SERVICES GUARD	07	M	6	FL							2,487.37	2,613.22	2,740.76	2,876.94	3,018.33	SEIU
LEGAL SECRETARY	18	A	2	P	3,521.94	4,143.46	4,764.98									MISC
LIBRARIAN I	15		4	P	3,143.31	3,698.01	4,252.71									EGLE
LIBRARIAN II	19		4	P	3,470.65	4,083.12	4,695.59									EGLE
LIBRARY ASSISTANT I	06		4	FL							2,436.32	2,557.56	2,685.58	2,820.46	2,962.17	EGLE
LIBRARY ASSISTANT II	10		4	FL							2,688.99	2,823.89	2,965.60	3,112.42	3,269.51	EGLE
LIBRARY CUSTOMER SERVICE SUPRV	22		4	P	3,736.87	4,396.32	5,055.77									EGLE
LIBRARY DIRECTOR	E 00			DH				8,921.76	11,152.20	12,267.42						ESMS
LIBRARY MANAGER	E 35		4	M	4,848.45	6,060.56	7,272.67									EGLE
LIBRARY TECHNICIAN	01		4	FL							2,152.91	2,260.46	2,374.88	2,492.67	2,617.31	EGLE
MANAGEMENT FELLOW	18		2	P	3,385.69	3,983.17	4,580.65									EGLE
MAYOR				COUNCIL		777.06										COUN
OFFICE ASSISTANT	07	C	5	FL							2,498.39	2,621.32	2,754.54	2,891.15	3,036.33	SEIU
OFFICE ASSISTANT-CONF	07		5	FL							2,598.33	2,726.17	2,864.72	3,006.80	3,157.78	MISC
OFFICE OF EMER SVCS COORD.	40	A	VIII	P	5,846.84	6,878.63	7,910.42									EGLE
PARALEGAL	19		2	P	3,609.47	4,246.44	4,883.41									MISC
PARKS & OPEN SPACE MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47									EGLE
PARKS & OPEN SPACE WORKER I	03	M	6	FL							2,256.40	2,370.16	2,485.66	2,608.05	2,739.02	SEIU
PARKS & OPEN SPACE WORKER II	07	M	6	FL							2,487.37	2,613.22	2,740.76	2,876.94	3,018.33	SEIU
PARKS MAINTENANCE WORKER I	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
PARKS MAINTENANCE WORKER II	14	M	6	FL							2,950.92	3,099.50	3,253.18	3,417.12	3,587.89	SEIU

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PARKS MAINTENANCE WORKER III	18	M	6	FL							3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU
PARKS SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61									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							2,757.30	2,893.92	3,039.00	3,190.95	3,351.48	EGLE
PERFORMING ARTS COORDINATOR	20		4	P	3,556.92	4,184.61	4,812.30									EGLE
PERFORMING ARTS MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47									EGLE
PERFORMING ARTS SUPERVISOR	E 26		4	M	3,881.74	4,852.18	5,822.62									EGLE
PERMIT TECHNICIAN	18	C	3	FL							3,278.79	3,442.72	3,613.50	3,794.51	3,984.10	SEIU
PLAN CHECK ENGINEER	E 34		2	M	4,729.95	5,912.44	7,094.93									EGLE
PLAN CHECK EXAMINER	30		3	P	4,552.45	5,355.82	6,159.19									EGLE
PLANNING BOARD CLERK	18	C	2	P	3,386.49	3,984.10	4,581.72									SEIU
POLICE ASSISTANT III-UNIFORMED	10	A	5	FL							2,853.99	2,995.60	3,144.41	3,298.58	3,463.56	NPOA
POLICE ASSISTANT II-UNIFORMED	06	A	5	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	NPOA
POLICE ASSISTANT I-UNIFORMED	02	C	5	FL							2,346.66	2,464.97	2,585.09	2,712.37	2,848.58	NPOA
POLICE CAPTAIN	E 02		VII	M	8,765.70	10,957.13	13,148.56									PMGR
POLICE CAPTAIN-TIER 2	E 02		VII	M	8,765.70	10,957.13	11,965.19									PMGR
POLICE CHIEF	E 01			DH				10,774.13	13,467.67	14,814.44						DHPO
POLICE LIEUTENANT	E 01		VII	M	7,622.70	9,528.37	11,434.04									PMGR
POLICE LIEUTENANT-TIER 2	E 01		VII	M	7,622.70	9,528.37	10,633.66									PMGR
POLICE MEDIA/COMM REL COORD	31		2	P	4,668.18	5,491.98	6,315.78									EGLE
POLICE OFFICER	01		VII	FL							5,292.01	5,554.37	5,834.18	6,122.67	6,426.34	POA
POLICE OFFICER TRAINEE	05		V	FL							4,826.84					NPOA
POLICE RECORDS SPECIALIST	01		V	FL							3,465.50	3,635.72	3,817.70	4,005.58	4,205.19	NPOA
POLICE RECORDS SUPERVISOR	26		2	P	4,356.57	5,125.38	5,894.19									NPOA
POLICE SERGEANT	03		VII	FL							6,424.14	6,742.97	7,079.14	7,432.68	7,801.36	POA
POSTCLOSURE ENV SYSTEMS SPEC	26	M	6	FL							3,968.70	4,168.51	4,376.87	4,595.41	4,824.29	SEIU
POSTCLOSURE ENV SYSTEMS TECH	18	M	6	FL							3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU
POSTCLOSURE SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61									EGLE
PRINCIPAL CIVIL ENGINEER	E 44		3	M	6,054.98	7,568.72	9,082.46									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	5,907.29	7,384.11	8,860.93									EGLE
PRINCIPAL IT ANALYST	E 37		2	M	5,093.26	6,366.57	7,639.88									EGLE
PRINCIPAL MANAGEMENT ANALYST	E 34		2	M	4,920.29	6,150.36	7,380.43									MISC
PRINCIPAL PLANNER	E 36		2	M	4,970.31	6,212.89	7,455.47									EGLE
PRINCIPAL PROJECT MANAGER	E 44		3	M	6,054.98	7,568.72	9,082.46									EGLE
PROGRAM ASSISTANT	16	C	5	FL							3,118.26	3,275.38	3,439.31	3,611.82	3,791.12	SEIU
PROJECT MANAGER	E 36		2	M	4,970.31	6,212.89	7,455.47									EGLE
PROPERTY & EVIDENCE SPECIALIST	02	A	V	P	3,829.95	4,505.82	5,181.69									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC	25		2	P	4,024.21	4,734.37	5,444.53									EGLE
PUBLIC SAFETY DISP COORDINATOR	33	C	3	P	4,899.00	5,763.53	6,628.06									SEIU
PUBLIC SAFETY DISPATCHER I	12	A	II	FL							3,797.30	3,986.23	4,186.72	4,394.86	4,614.62	SEIU
PUBLIC SAFETY DISPATCHER II	15	A	II	FL							4,234.87	4,446.92	4,668.56	4,901.80	5,146.63	SEIU

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PUBLIC SAFETY DISPATCHER III	16	A	III	FL							4,657.57	4,890.43	5,134.96	5,391.69	5,661.28	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E 39		2	M	5,351.39	6,689.24	8,027.09									EGLE
PUBLIC SERVICES TECHNICIAN	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
PUBLIC SERVICES TRAINEE	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
PUBLIC WORKS DIRECTOR	E 00			DH				8,921.76	11,152.20	12,267.42						ESMS
PUBLIC WORKS INSPECTOR I	25		3	FL							3,895.30	4,089.98	4,294.87	4,510.04	4,735.45	SEIU
PUBLIC WORKS INSPECTOR II	29		3	FL							4,300.02	4,515.21	4,740.57	4,977.97	5,225.58	SEIU
PURCH & SUPPORT SRVCS MGR	E 41		2	M	5,623.27	7,029.09	8,434.91									EGLE
REAL PROPERTY PROGRAM ADMIN.	E 38		3	M	5,221.65	6,527.06	7,832.47									EGLE
RECREATION COORDINATOR	16		4	P	3,221.69	3,790.22	4,358.75									EGLE
RECREATION LEADER II	02	A	IV	FL							1,787.57	1,876.35	1,970.21	2,069.29	2,171.70	EGLE
RECREATION MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47									EGLE
RECREATION SPECIALIST	07	B	IV	FL							2,280.97	2,395.36	2,514.88	2,639.52	2,772.67	EGLE
RECREATION SUPERVISOR	E 30		4	M	4,284.66	5,355.82	6,426.98									EGLE
RENT STABILIZATION MANAGER	E 43		2	M	5,907.29	7,384.11	8,860.93									EGLE
RISK MANAGER	E 40		2	M	5,485.22	6,856.53	8,227.84									EGLE
SAFETY & TRAINING ADMINISTRATR	19	B	III	P	4,575.67	5,383.14	6,190.61									EGLE
SENIOR ACCOUNTANT	E 31		2	M	4,393.58	5,491.98	6,590.38									EGLE
SENIOR ADMINISTRATIVE ASSIST	15	C	5	FL							3,043.13	3,196.81	3,355.65	3,523.02	3,698.88	SEIU
SENIOR ASSISTANT CITY ATTORNEY	E 51		2	M	7,485.84	9,357.30	11,228.76									MISC
SENIOR BUILDING INSPECTOR	33	C	3	P	4,899.00	5,763.53	6,628.06									SEIU
SENIOR CIVIL ENGINEER	E 40		3	M	5,485.22	6,856.53	8,227.84									EGLE
SENIOR CODE ENF OFFICER	29		3	P	4,441.74	5,225.58	6,009.42									SEIU
SENIOR DEPUTY CITY ATTORNEY	E 41		2	M	5,848.64	7,310.80	8,772.96									MISC
SENIOR FINANCIAL ANALYST-CONF	E 31		2	M	4,569.33	5,711.66	6,853.99									MISC
SENIOR HAZ MAT SPECIALIST - NS	42	A	VIII	P	6,142.84	7,226.87	8,310.90									EGLE
SENIOR HOUSING OFFICER	E 34		2	M	4,729.95	5,912.44	7,094.93									EGLE
SENIOR IT ANALYST	E 35		2	M	4,848.45	6,060.56	7,272.67									EGLE
SENIOR IT DESKTOP TECHNICIAN	21		2	P	3,646.30	4,289.77	4,933.24									EGLE
SENIOR LIBRARIAN	23		4	P	3,816.83	4,490.39	5,163.95									EGLE
SENIOR LIBRARY ASSISTANT	14	A	4	FL							2,968.99	3,117.54	3,272.90	3,438.52	3,607.56	EGLE
SENIOR MANAGEMENT ANALYST	E 31		2	M	4,393.58	5,491.98	6,590.38									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	3,556.92	4,184.61	4,812.30									EGLE
SENIOR PAYROLL ACCOUNTANT	E 33		2	M	4,800.94	6,001.17	7,201.40									MISC
SENIOR PERMIT TECHNICIAN	23		3	FL							3,707.45	3,893.57	4,088.24	4,293.18	4,506.63	SEIU
SENIOR PLANNER	E 33		2	M	4,615.20	5,769.00	6,922.80									EGLE
SENIOR PROJECT MANAGER	E 40		2	M	5,485.22	6,856.53	8,227.84									EGLE
SENIOR PUBLIC WORKS INSPECTOR	33	C	3	P	4,899.00	5,763.53	6,628.06									SEIU
SENIOR RECREATION COORDINATOR	20		4	P	3,556.92	4,184.61	4,812.30									EGLE
SENIOR STAGEHAND	03		4	FL							2,262.20	2,374.88	2,494.38	2,619.03	2,750.47	EGLE
SENIOR SYSTEMS SPECIALIST	E 37		2	M	5,093.26	6,366.57	7,639.88									EGLE
SENIOR TICKET SERVICES REP	01		4	FL							2,152.91	2,260.46	2,374.88	2,492.67	2,617.31	EGLE
SENIOR UTILITIES SYS TECH.	23	M	6	FL							3,686.32	3,870.15	4,064.40	4,267.47	4,481.03	SEIU

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
SENIOR WATER SYSTEM OPERATOR	26	M	6	FL							3,968.70	4,168.51	4,376.87	4,595.41	4,824.29	SEIU
SHORELINE MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47									EGLE
SOLID WASTE PROGRAM MANAGER	E 25	A	II	M	5,168.38	6,460.48	7,752.58									EGLE
SR HUMAN RESOURCES ANALYST	E 31		2	M	4,569.33	5,711.66	6,853.99									MISC
SR POSTCLOSURE ENV SYS TECH	22	M	6	FL							3,596.41	3,775.76	3,965.27	4,163.39	4,371.73	SEIU
STREET & LANDFILL CLOSURE MNGR	E 26	B	III	M	5,553.54	6,941.92	8,330.30									EGLE
STREET LIGHTING TECHNICIAN	18	M	6	FL							3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU
STREET MAINTENANCE WORKER I	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
STREET MAINTENANCE WORKER II	14	M	6	FL							2,950.92	3,099.50	3,253.18	3,417.12	3,587.89	SEIU
STREET MAINTENANCE WORKER III	18	M	6	FL							3,258.27	3,420.55	3,591.33	3,770.60	3,960.20	SEIU
STREET SUPERVISOR	19	B	III	P	4,575.67	5,383.14	6,190.61									EGLE
STREETSWEEPER OPERATOR	16	M	6	FL							3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU
SUPERVISING BUYER	28		2	P	4,333.33	5,098.04	5,862.75									EGLE
SUPERVISING PRKS & OPN SP WRKR	11	M	4	FL							2,740.87	2,877.47	3,020.95	3,172.89	3,331.74	SEIU
SUSTAINABILITY PROGRAM MANAGER	E 34		2	M	4,729.95	5,912.44	7,094.93									EGLE
SYSTEMS COORDINATOR/TECHNICIAN	12	A	II	P	3,423.43	4,027.56	4,631.69									EGLE
SYSTEMS SPECIALIST	28		2	P	4,333.33	5,098.04	5,862.75									EGLE
TRAFFIC ENGINEER	E 45		3	M	6,206.35	7,757.94	9,309.53									EGLE
TRAINING OFFICER I	01		VIII	FL							4,929.61	5,177.43	5,435.71	5,706.47	5,991.76	MVFF
TRANSPORTATION MANAGER	E 44		2	M	6,054.98	7,568.72	9,082.46									EGLE
TRANSPORTATION PLANNER	E 40		3	M	5,485.22	6,856.53	8,227.84									EGLE
TREE TRIMMER I	12	M	6	FL							2,809.20	2,949.23	3,097.81	3,251.48	3,415.42	SEIU
TREE TRIMMER II	16	M	6	FL							3,101.20	3,256.61	3,418.82	3,589.58	3,768.90	SEIU
TREE TRIMMER III	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
URBAN FOREST COORDINATOR	16		2	P	3,221.69	3,790.22	4,358.75									EGLE
URBAN FOREST MANAGER	E 38		2	M	5,221.65	6,527.06	7,832.47									EGLE
URBAN FOREST SUPERVISOR	20	B	III	P	4,744.02	5,581.20	6,418.38									EGLE
UTILITIES ELECTRICIAN	27	M	6	FL							4,067.92	4,272.72	4,486.29	4,710.30	4,944.90	SEIU
UTILITIES INSPECTOR LOCATOR	20	M	6	FL							3,422.24	3,592.99	3,774.04	3,961.86	4,159.99	SEIU
UTILITIES SERVICES MANAGER	E 42		3	M	5,763.87	7,204.84	8,645.81									EGLE
UTILITIES SYSTEMS SPECIALIST	27	M	6	FL							4,067.92	4,272.72	4,486.29	4,710.30	4,944.90	SEIU
UTILITIES SYSTEMS SUPERVISOR	20	A	III	P	4,690.06	5,517.72	6,345.38									EGLE
UTILITIES SYSTEMS TECHNICIAN	19	M	6	FL							3,338.56	3,505.92	3,681.82	3,866.27	4,059.17	SEIU
WAREHOUSE WORKER	10	M	6	FL							2,674.27	2,807.47	2,947.53	3,096.07	3,249.75	SEIU
WASTEWATER SUPERVISOR	20	A	III	P	4,690.06	5,517.72	6,345.38									EGLE
WASTEWATER UTILITY WORKER I	13	M	6	FL							2,879.43	3,022.97	3,175.26	3,332.76	3,500.81	SEIU
WASTEWATER UTILITY WORKER II	17	M	6	FL							3,178.07	3,336.87	3,504.21	3,680.11	3,862.85	SEIU
WASTEWATER UTILITY WORKER III	21	M	6	FL							3,507.78	3,682.84	3,868.38	4,060.93	4,263.98	SEIU
WATER OPERATIONS SPECIALIST	27	M	6	FL							4,067.92	4,272.72	4,486.29	4,710.30	4,944.90	SEIU
WATER QUALITY TECHNICIAN	26	M	6	FL							3,968.70	4,168.51	4,376.87	4,595.41	4,824.29	SEIU
WATER RESOURCE MANAGER	E 34		2	M	4,729.95	5,912.44	7,094.93									EGLE
WATER RESOURCES TECHNICIAN	19	M	6	FL							3,338.56	3,505.92	3,681.82	3,866.27	4,059.17	SEIU
WATER SUPERINTENDENT	E 22	A	III	M	4,922.38	6,152.98	7,383.58									EGLE
WATER SUPERVISOR	20	A	III	P	4,690.06	5,517.72	6,345.38									EGLE

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
WATER SYSTEM OPERATOR		22	M	6	FL						3,596.41	3,775.76	3,965.27	4,163.39	4,371.73	SEIU
WATER UTILITY WORKER I		13	M	6	FL						2,879.43	3,022.97	3,175.26	3,332.76	3,500.81	SEIU
WATER UTILITY WORKER II		17	M	6	FL						3,178.07	3,336.87	3,504.21	3,680.11	3,862.85	SEIU
WATER UTILITY WORKER III		21	M	6	FL						3,507.78	3,682.84	3,868.38	4,060.93	4,263.98	SEIU
WEBSITE COORDINATOR		31		2	P	4,854.91	5,711.66	6,568.41								MISC
WILDLIFE PRESERVATION COORD		16		4	P	3,221.69	3,790.22	4,358.75								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

**City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2024-2025**

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

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		/	18.75	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

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 ADMIN ASSISTANT	39.56	/	48.09			HRMM	24
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
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	City Council	
	Effective Date	Approval Date	Notes:
New FY Hourly Salary Plan Effective Date	06/23/2024	06/25/204	COLA adjustments