

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2026

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW
AMENDING THE FISCAL YEAR 2025-26 SALARY PLAN FOR HOURLY EMPLOYEES AND ADOPTING
THE FISCAL YEAR 2026-27 SALARY PLANS FOR REGULAR AND HOURLY EMPLOYEES

WHEREAS, on February 24, 2026, the Mountain View City Council adopted Resolution No. 19071, which amended the Fiscal Year (FY) 2025-26 salary plans for regular and hourly employees; and

WHEREAS, the FY 2025-26 salary plan for hourly employees requires further amendment to restore the Student Intern IV and Technical/Professional/Management Employee classifications, which were inadvertently removed from the hourly salary plan when Resolution No. 19071 was adopted, and to update the salary range for the Planning Manager classification; and

WHEREAS, on June 25, 2024, the Mountain View City Council approved compensation packages for represented and unrepresented employees for the three-year period from June 23, 2024, through June 30, 2027, including annual compensation adjustments; and

WHEREAS, the City must adopt a FY 2026-27 salary plan to implement the annual compensation adjustments previously approved for the June 23, 2024, through June 30, 2027 period, and to establish new classifications, eliminate obsolete classifications, and revise certain job titles; and

WHEREAS, the FY 2026-27 salary plan for regular employees establishes the following new classifications: Assistant Director of Human Resources, Intergovernmental Relations Manager, and Principal Housing Officer; and

WHEREAS, the FY 2026-27 salary plan for hourly employees establishes the following new classifications: Assistant Transportation Planner, Associate Transportation Planner, and Junior Transportation Planner; and

WHEREAS, the FY 2026-27 salary plan for regular employees eliminates the following classifications: Fire Prevention Officer I, Fire Prevention Officer II, Fire Prevention Officer III, Utilities Inspector Locator, and Utilities Systems Technician; and

WHEREAS, the FY 2026-27 salary plan for regular employees changes the job title of Lead Security Services Guard to Senior Security Services Guard; and

WHEREAS, the FY 2026-27 salary plan for hourly employees changes the job titles of Senior Administrative Analyst to Senior Analyst, and Transportation Planner to Senior Transportation Planner; and

WHEREAS, pursuant to Section 503 of the Mountain View City Charter, City Council salaries are automatically adjusted annually by the lesser of the increase in the San Francisco Bay Area Consumer Price Index (CPI) for Urban Wage Earners or the average cost-of-living adjustment granted to the City's miscellaneous employee bargaining groups, with such adjustment not to exceed five percent (5%) per year; and

WHEREAS, the automatic annual adjustment for City Council, which shall be effective June 21, 2026, and reflected in the FY 2026-27 salary plan for regular employees, is three percent (3%); now, therefore, be it

RESOLVED: that the City Council of the City of Mountain View hereby amends the FY 2025-26 salary plan for hourly employees to restore the Student Intern IV and Technical/Professional/Management Employee classifications, and to update the salary range for the Planning Manager classification; and be it

FURTHER RESOLVED: that the amendments to the FY 2025-26 salary plan for hourly employees, set forth above and shown in **Exhibit A** attached hereto and incorporated herein, shall be deemed effective as of March 1, 2026; and be it

FURTHER RESOLVED: that that the City Council of the City of Mountain View hereby adopts the Fiscal Year 2026-27 salary plans for regular and hourly employees attached hereto and incorporated herein as **Exhibit B** and **Exhibit C**, respectively; and be it.

FURTHER RESOLVED: that this resolution shall become effective immediately upon adoption.

- Exhibits:
- A. Fiscal Year 2025-26 Salary Plan for Hourly Employees, Revision 3, effective March 1, 2026
 - B. Fiscal Year 2026-27 Salary Plan for Regular Employees and Elected Officials
 - C. Fiscal Year 2026-27 Salary Plan for Hourly Employees

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2025-26
Revision No. 3

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
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
IT DESKTOP TECH II	43.15 /	58.39			HRMM 46

City of Mountain View
Hourly Salary Plan and Position Listing
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Revision No. 3

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3	
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	75.30 /	112.94				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
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
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

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2025-26
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POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3
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
TRAILS & OPN SP WRKR I	31.64 /	38.48			HRMM 15
TRAILS & OPN SP WRKR II	34.95 /	42.47			HRMM 32
TRANSPORTATION PLNR	73.41 /	110.11			HRMM 75
UNION STAGEHAND	53.11 /	61.78			HRMM 61

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
Revision No. 2	3/1/2026	2/24/2026	Mid-year budget updates: Remove Parks & Open Space Worker I and II, Document Processing Specialist and Youth Corps classifications; Add Trails & Open Space Worker I and II

City of Mountain View
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POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3
Revision No. 3	5/10/2026				Correction: Restore Student Intern IV and Tech/Prof/Mgmt Emp. retroactive 3/01/2026; Realign Planning Mgr range with regular salary plan

EXHIBIT B

Effective June 21, 2026

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2026-27

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		8	C 5	FL							2,825.48	2,964.49	3,115.17	3,269.66	3,433.84	SEIU
ACCOUNT CLERK I - CONF		8	5	FL							2,825.48	2,964.49	3,115.17	3,269.66	3,433.84	MISC
ACCOUNT CLERK II		12	C 5	FL							3,115.17	3,271.60	3,437.66	3,609.54	3,789.17	SEIU
ACCOUNT CLERK II-CONF.		12	5	FL							3,115.15	3,271.59	3,437.66	3,609.54	3,789.17	MISC
ACCOUNTANT I		23	A 2	P	4,226.49	4,972.34	5,718.19									EGLE
ACCOUNTANT II		27	2	P	4,665.40	5,488.71	6,312.02									EGLE
ACCOUNTING MANAGER	E	40	2	M	6,053.44	7,566.80	9,080.16									MISC
ACCOUNTING TECHNICIAN		16	C 2	FL							3,440.49	3,613.85	3,794.72	3,985.05	4,182.87	SEIU
ADMINISTRATIVE AIDE		19	2	P	3,829.28	4,505.04	5,180.80									EGLE
ADMINISTRATIVE ASSISTANT		11	C 5	FL							3,039.18	3,191.79	3,353.81	3,521.51	3,696.76	SEIU
ADMINISTRATIVE ASSISTANT-CONF		11	5	FL							3,039.18	3,191.79	3,353.81	3,521.51	3,696.76	MISC
AFFORDABLE HOUSING MANAGER	E	43	2	M	6,517.72	8,147.15	9,776.58									EGLE
ANALYST I		23	A 2	P	4,226.49	4,972.34	5,718.19									EGLE
ANALYST I-CONF		23	2	P	4,226.49	4,972.34	5,718.19									MISC
ANALYST II		27	2	P	4,665.40	5,488.71	6,312.02									EGLE
ANALYST II-CONF		27	2	P	4,665.40	5,488.71	6,312.02									MISC
ASSISTANT BUILDING INSPECTOR		23	3	FL							4,090.56	4,295.91	4,510.70	4,736.83	4,972.34	SEIU
ASSISTANT BUYER		20	2	FL							3,797.59	3,987.85	4,187.53	4,396.64	4,617.03	EGLE
ASSISTANT CITY ATTORNEY	E	47	2	M	7,196.04	8,995.05	10,794.06									MISC
ASSISTANT CITY CLERK		31	2	M	4,847.60	6,059.50	7,271.40									EGLE
ASSISTANT CITY MANAGER	E	1		DH				10,034.85	12,543.57	13,797.93						ESMS
ASSISTANT COMM. SVCS. DIRECTOR	E	46	3	M	7,019.55	8,774.44	10,529.33									EGLE
ASSISTANT ENGINEER (CIVIL)		32	3	P	5,277.46	6,208.78	7,140.10									EGLE
ASSISTANT IT DIRECTOR	E	46	2	M	7,019.55	8,774.44	10,529.33									EGLE
ASSISTANT LIBRARY DIRECTOR		46	4	M	7,019.55	8,774.44	10,529.33									EGLE
ASSISTANT PLANNER		25	2	P	4,440.05	5,223.59	6,007.13									EGLE
ASSISTANT PROJECT MANAGER	E	32	2	M	4,967.02	6,208.78	7,450.54									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	51	3	M	7,941.74	9,927.17	11,912.60									EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A II	M	5,914.78	7,393.48	8,872.18									MISC
ASSISTANT TRANSPORTATION PLANR		25	2	P	4,440.05	5,223.59	6,007.13									EGLE
ASSOCIATE ENGINEER (CIVIL)		36	3	P	5,826.67	6,854.91	7,883.15									EGLE
ASSOCIATE PLANNER		29	2	P	4,901.22	5,766.14	6,631.06									EGLE
ASSOCIATE TRANSPORTATION PLANR		29	2	P	4,901.22	5,766.14	6,631.06									EGLE
ASST COMMUNITY DEVELOPMENT DIR	E	46	2	M	7,019.55	8,774.44	10,529.33									EGLE
ASST DIR OF HUMAN RESOURCES	E	48	2	M	7,375.43	9,219.29	11,063.15									MISC
ASST FINANCE & ADM SVCS DIR	E	48	2	M	7,375.43	9,219.29	11,063.15									MISC
BATTALION CHIEF	E	4	VIII	M	8,735.73	10,919.66	13,103.59									FMGR
BATTALION CHIEF-TIER 2	E	4	VIII	M	8,735.73	10,919.66	12,186.34									FMGR
BUILDING INSPECTOR I		25	3	FL							4,297.82	4,512.63	4,738.68	4,976.08	5,224.80	SEIU
BUILDING INSPECTOR II		29	3	FL							4,744.37	4,981.79	5,230.44	5,492.37	5,765.57	SEIU
BUYER		24	2	FL							4,192.10	4,401.72	4,621.77	4,852.87	5,095.50	EGLE
CHIEF BLDG OFFICIAL	E	44	3	M	6,680.67	8,350.84	10,021.01									EGLE
CHIEF COMMUNICATIONS OFFICER	E	46	2	M	7,021.19	8,776.49	10,531.79									MISC
CHIEF SUSTAIN & RSLNCE OFFICER	E	46	2	M	7,019.55	8,774.44	10,529.33									EGLE
CHIEF TRANSPORTATION OFFICER	E	51	3	M	7,941.74	9,927.17	11,912.60									EGLE
CIO/INFORMATION TECHNOLOGY DIR	E	0		DH				9,465.09	11,831.37	13,014.51						ESMS
CITY ATTORNEY	E	0		DH		14,372.73										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		9,011.09										CC
CITY MANAGER	E	0		DH		17,414.51										CM
CODE ENFORCEMENT OFFICER I		23	3	FL							4,090.56	4,295.91	4,510.70	4,736.83	4,972.34	SEIU
CODE ENFORCEMENT OFFICER II		27	3	FL							4,516.40	4,740.56	4,978.02	5,226.68	5,488.60	SEIU
COMMUNICATION COORDINATOR		31	2	P		5,150.58	6,059.50	6,968.43								EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH					9,465.09	11,831.37	13,014.51					ESMS
COMMUNITY OUTREACH SPECIALIST		7	B	FL							2,516.68	2,642.89	2,774.76	2,912.27	3,059.19	EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH					9,465.09	11,831.37	13,014.51					ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							3,751.24	3,940.18	4,135.29	4,338.77	4,552.61	NPOA
COMMUNITY SVCS PROJECT ADMIN		29	2	P		4,901.22	5,766.14	6,631.06								EGLE
COPY CENTER TECHNICIAN		10	5	FL							2,966.86	3,115.71	3,272.05	3,434.05	3,607.37	EGLE
COUNCILMEMBER				COUNCIL			651.14									COUN
CRIME ANALYST		27	2	P		4,665.40	5,488.71	6,312.02								EGLE
CROSS CONNECTION CONTROL SPEC		19	M 6	FL							3,683.55	3,868.21	4,062.28	4,265.80	4,478.64	SEIU
CUSTOMER SERVICE SUPERVISOR		22	2	P		4,123.03	4,850.62	5,578.21								EGLE
CUSTOMER SVC. REPRESENTATIVE		5	C 5	FL							2,620.88	2,750.88	2,888.45	3,033.53	3,184.26	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	48	3	M		7,381.98	9,227.47	11,072.96								EGLE
DEPUTY BUILDING OFFICIAL	E	36	2	M		5,483.93	6,854.91	8,225.89								EGLE
DEPUTY CITY ATTORNEY	E	37	2	M		5,620.86	7,026.08	8,431.30								MISC
DEPUTY CITY CLERK		22	2	P		4,123.03	4,850.62	5,578.21								EGLE
DEPUTY CITY MANAGER	E	51	2	M		7,941.73	9,927.16	11,912.59								MISC
DEPUTY COMMUNICATIONS OFFICER	E	34	2	M		5,219.94	6,524.92	7,829.90								MISC
DEPUTY FIRE CHIEF	E	7	VIII	M		9,401.84	11,752.30	14,102.76								FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							7,033.80	7,386.29	7,755.36	8,143.38	8,550.33	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A VIII	FL							7,166.07	7,518.54	7,887.61	8,275.63	8,682.58	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B VIII	FL							7,258.05	7,610.52	7,979.59	8,367.61	8,774.55	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C VIII	FL							7,304.02	7,656.50	8,025.58	8,413.59	8,820.55	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D VIII	FL							7,328.56	7,681.02	8,050.11	8,438.12	8,845.08	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E VIII	FL							7,426.64	7,779.14	8,148.21	8,536.22	8,943.18	MVFF
DEPUTY ZONING ADMINISTRATOR	E	36	2	M		5,483.93	6,854.91	8,225.89								EGLE
DOCUMENTS AND RECORDS SPEC		18	5	FL							3,614.86	3,795.75	3,986.03	4,185.66	4,394.78	EGLE
ECONOMIC DEVELPMNT STRATEGIST	E	33	2	M		5,092.11	6,365.14	7,638.17								EGLE
ECONOMIC VITALITY MANAGER	E	43	2	M		6,517.72	8,147.15	9,776.58								EGLE
EMERGENCY COMMUNICATIONS MGR		39	2	M		5,904.38	7,380.48	8,856.58								EGLE
ENGINEERING ASSISTANT I		16	3	FL							3,436.72	3,608.21	3,789.05	3,979.37	4,177.20	SEIU
ENGINEERING ASSISTANT II		20	C 3	FL							3,794.72	3,985.05	4,184.75	4,393.87	4,612.46	SEIU
ENGINEERING ASSISTANT III		24	C 3	FL							4,194.18	4,403.33	4,623.77	4,855.52	5,096.70	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P		4,500.35	5,294.53	6,088.71								SEIU
ENVIRONMENTAL SAFETY COORD.		33	C 3	P		5,405.24	6,359.11	7,312.98								SEIU
EQUIPMENT MAINT. SUPERVISOR		19	B III	P		5,048.50	5,939.41	6,830.32								EGLE
EQUIPMENT MECHANIC I		16	M 6	FL							3,421.67	3,593.13	3,772.11	3,960.50	4,158.37	SEIU
EQUIPMENT MECHANIC II		20	M 6	FL							3,775.88	3,964.27	4,164.03	4,371.26	4,589.87	SEIU
EQUIPMENT MECHANIC III		24	M 6	FL							4,167.80	4,376.94	4,595.50	4,825.40	5,066.55	SEIU
EQUIPMENT SERVICE WORKER		10	M 6	FL							2,950.62	3,097.58	3,252.11	3,416.01	3,585.56	SEIU
EXECUTIVE ASSISTANT		18	C 2	P		3,736.42	4,395.79	5,055.16								SEIU
EXECUTIVE ASST. TO THE CA		22	2	P		4,124.00	4,851.77	5,579.54								MISC
EXECUTIVE ASST. TO THE CM		22	2	P		4,124.00	4,851.77	5,579.54								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**						
FACILITIES CONTRACT COORDINATR		26	2	P	4,550.55	5,353.59	6,156.63								EGLE	
FACILITIES MAINT. SUPERVISOR		19	B III	P	5,048.50	5,939.41	6,830.32								EGLE	
FACILITIES MAINTENANCE I		12	M 6	FL						3,099.50	3,254.00	3,417.92	3,587.48	3,768.36	SEIU	
FACILITIES MAINTENANCE II		16	M 6	FL						3,421.67	3,593.13	3,772.11	3,960.50	4,158.37	SEIU	
FACILITIES MAINTENANCE III		20	M 6	FL						3,775.88	3,964.27	4,164.03	4,371.26	4,589.87	SEIU	
FACILITIES PROJECT MANAGER	E	36	2	M	5,483.93	6,854.91	8,225.89								EGLE	
FINANCE AND ADMIN SVCS DIR	E	0		DH				9,465.09	11,831.37	13,014.51					ESMS	
FINANCE MANAGER	E	40	A 2	M	6,053.44	7,566.80	9,080.16								EGLE	
FINANCE MANAGER - CONF	E	40	2	M	6,053.44	7,566.80	9,080.16								MISC	
FINANCIAL ANALYST I		23	A 2	P	4,226.49	4,972.34	5,718.19								EGLE	
FINANCIAL ANALYST I - CONF		23	2	P	4,226.49	4,972.34	5,718.19								MISC	
FINANCIAL ANALYST II		27	2	P	4,665.40	5,488.71	6,312.02								EGLE	
FINANCIAL ANALYST II - CONF		27	2	P	4,665.40	5,488.71	6,312.02								MISC	
FIRE CAPTAIN		12	VIII	FL						7,021.94	7,374.49	7,741.19	8,129.20	8,536.11	MVFF	
FIRE CAPTAIN/HAZ MAT		15	VIII	FL						7,373.01	7,743.21	8,128.19	8,535.61	8,962.87	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15	A VIII	FL						7,505.26	7,875.46	8,260.45	8,667.89	9,095.12	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15	B VIII	FL						7,597.23	7,967.43	8,352.42	8,759.86	9,187.10	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15	C VIII	FL						7,643.23	8,013.41	8,398.40	8,805.84	9,233.10	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15	D VIII	FL						7,667.74	8,037.93	8,422.92	8,830.36	9,257.63	MVFF	
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15	E VIII	FL						7,765.85	8,136.02	8,521.03	8,928.44	9,355.72	MVFF	
FIRE CAPTAIN-LEVEL 1		12	A VIII	FL						7,154.20	7,506.76	7,873.44	8,261.45	8,668.38	MVFF	
FIRE CAPTAIN-LEVEL 2		12	B VIII	FL						7,246.17	7,598.73	7,965.42	8,353.43	8,760.36	MVFF	
FIRE CAPTAIN-LEVEL 3		12	C VIII	FL						7,292.16	7,644.71	8,011.39	8,399.41	8,806.34	MVFF	
FIRE CAPTAIN-LEVEL 4		12	D VIII	FL						7,316.67	7,669.23	8,035.91	8,423.94	8,830.87	MVFF	
FIRE CAPTAIN-LEVEL 5		12	E VIII	FL						7,414.79	7,767.32	8,134.02	8,522.04	8,928.95	MVFF	
FIRE CHIEF	E	1		DH				11,653.30	14,566.64	16,023.30					DHFI	
FIRE ENGINEER		6	VIII	FL						6,018.91	6,318.53	6,636.07	6,967.23	7,316.44	MVFF	
FIRE ENGINEER/HAZ MAT		9	VIII	FL						6,319.85	6,634.37	6,967.89	7,315.57	7,682.23	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 1		9	A VIII	FL						6,452.13	6,766.65	7,100.14	7,447.84	7,814.48	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 2		9	B VIII	FL						6,544.08	6,858.60	7,192.11	7,539.80	7,906.45	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 3		9	C VIII	FL						6,590.10	6,904.61	7,238.10	7,585.80	7,952.46	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 4		9	D VIII	FL						6,614.60	6,929.12	7,262.62	7,610.34	7,976.99	MVFF	
FIRE ENGINEER/HAZ MAT-LEVEL 5		9	E VIII	FL						6,712.70	7,027.21	7,360.74	7,708.42	8,075.07	MVFF	
FIRE ENGINEER/PARAMEDIC		11	VIII	FL						6,681.17	7,016.83	7,365.97	7,735.38	8,122.85	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 1		11	A VIII	FL						6,813.42	7,149.07	7,498.21	7,867.65	8,255.11	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 2		11	B VIII	FL						6,905.40	7,241.04	7,590.19	7,959.62	8,347.08	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 3		11	C VIII	FL						6,951.38	7,287.03	7,636.18	8,005.63	8,393.07	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 4		11	D VIII	FL						6,975.90	7,311.55	7,660.69	8,030.15	8,417.60	MVFF	
FIRE ENGINEER/PARAMEDIC-LEVL 5		11	E VIII	FL						7,074.01	7,409.65	7,758.81	8,128.23	8,515.70	MVFF	
FIRE ENGINEER/PMEDIC/HM		8	VIII	FL						7,016.85	7,367.67	7,736.06	8,122.85	8,529.01	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 1		8	A VIII	FL						7,149.11	7,499.94	7,868.33	8,255.11	8,661.27	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 2		8	B VIII	FL						7,241.06	7,591.93	7,960.28	8,347.08	8,753.24	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 3		8	C VIII	FL						7,287.05	7,637.91	8,006.29	8,393.07	8,799.21	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 4		8	D VIII	FL						7,311.57	7,662.41	8,030.81	8,417.60	8,823.74	MVFF	
FIRE ENGINEER/PMEDIC/HM-LVL 5		8	E VIII	FL						7,409.67	7,760.53	8,128.91	8,515.70	8,921.86	MVFF	
FIRE ENGINEER-LEVEL 1		6	A VIII	FL						6,151.16	6,450.79	6,768.33	7,099.51	7,448.70	MVFF	
FIRE ENGINEER-LEVEL 2		6	B VIII	FL						6,243.14	6,542.78	6,860.31	7,191.46	7,540.67	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*	Min	Std.	Max**						
FIRE ENGINEER-LEVEL 3		6	C VIII	FL							6,289.13	6,588.75	6,906.31	7,237.46	7,586.66	MVFF
FIRE ENGINEER-LEVEL 4		6	D VIII	FL							6,313.64	6,613.26	6,930.84	7,261.99	7,611.20	MVFF
FIRE ENGINEER-LEVEL 5		6	E VIII	FL							6,411.76	6,711.38	7,028.92	7,360.07	7,709.27	MVFF
FIRE MARSHAL NON-SAFETY	E	51	VIII	M		7,941.74	9,927.17	11,912.60								EGLE
FIRE PROTECTION ENGINEER	E	41	3	M		6,204.36	7,755.45	9,306.54								EGLE
FIREFIGHTER		2	VIII	FL							5,485.03	5,759.85	6,048.19	6,350.05	6,667.67	MVFF
FIREFIGHTER LEVEL 1		2	A VIII	FL							5,617.30	5,892.11	6,180.44	6,482.31	6,799.94	MVFF
FIREFIGHTER LEVEL 2		2	B VIII	FL							5,709.27	5,984.08	6,272.42	6,574.28	6,891.91	MVFF
FIREFIGHTER LEVEL 3		2	C VIII	FL							5,755.26	6,030.07	6,318.43	6,620.27	6,937.90	MVFF
FIREFIGHTER LEVEL 4		2	D VIII	FL							5,779.79	6,054.59	6,342.93	6,644.79	6,962.43	MVFF
FIREFIGHTER LEVEL 5		2	E VIII	FL							5,877.87	6,152.68	6,441.03	6,742.90	7,060.51	MVFF
FIREFIGHTER/HAZ MAT		5	VIII	FL							5,759.30	6,047.82	6,350.59	6,667.51	7,001.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5	A VIII	FL							5,891.57	6,180.09	6,482.86	6,799.76	7,133.33	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5	B VIII	FL							5,983.54	6,272.07	6,574.83	6,891.73	7,225.29	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5	C VIII	FL							6,029.54	6,318.04	6,620.82	6,937.70	7,271.28	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5	D VIII	FL							6,054.06	6,342.56	6,645.34	6,962.24	7,295.79	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5	E VIII	FL							6,152.15	6,440.67	6,743.43	7,060.34	7,393.90	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL							6,390.78	6,710.09	7,045.93	7,398.44	7,767.42	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4	A VIII	FL							6,523.05	6,842.37	7,178.20	7,530.69	7,899.68	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4	B VIII	FL							6,615.01	6,934.35	7,270.17	7,622.67	7,991.64	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4	C VIII	FL							6,661.00	6,980.32	7,316.17	7,668.65	8,037.63	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4	D VIII	FL							6,685.54	7,004.84	7,340.70	7,693.17	8,062.16	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4	E VIII	FL							6,783.61	7,102.94	7,438.77	7,791.27	8,160.24	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL							6,086.51	6,390.60	6,710.45	7,046.12	7,397.54	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7	A VIII	FL							6,218.77	6,522.86	6,842.70	7,178.38	7,529.79	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7	B VIII	FL							6,310.75	6,614.84	6,934.68	7,270.35	7,621.76	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7	C VIII	FL							6,356.75	6,660.82	6,980.69	7,316.33	7,667.74	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7	D VIII	FL							6,381.26	6,685.33	7,005.20	7,340.86	7,692.26	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7	E VIII	FL							6,479.35	6,783.44	7,103.29	7,438.96	7,790.38	MVFF
FLEET AND FACILITIES MANAGER	E	25	B III	M		5,907.38	7,384.23	8,861.08								EGLE
HAZ MAT INSPECTOR NON SAFETY		30	VIII	P		5,022.87	5,909.26	6,795.65								EGLE
HAZARDOUS MAT SPEC NON SAFETY		40	F VIII	P		6,451.02	7,589.44	8,727.86								EGLE
HEAVY EQUIPMENT OPERATOR		18	M 6	FL							3,594.97	3,774.01	3,962.44	4,160.23	4,369.44	SEIU
HEAVY EQUIPMENT SPECIALIST		20	M 6	FL							3,775.88	3,964.27	4,164.03	4,371.26	4,589.87	SEIU
HOUSING DIRECTOR	E	0		DH					9,465.09	11,831.37	13,014.51					ESMS
HOUSING OFFICER	E	32	2	M		4,967.02	6,208.78	7,450.54								EGLE
HOUSING SPECIALIST I		24	2	P		4,331.18	5,095.50	5,859.83								EGLE
HOUSING SPECIALIST II		28	2	P		4,781.12	5,624.85	6,468.58								EGLE
HUMAN RESOURCES ANALYST I		23	2	P		4,226.49	4,972.34	5,718.19								MISC
HUMAN RESOURCES ANALYST II		27	2	P		4,665.40	5,488.71	6,312.02								MISC
HUMAN RESOURCES DIRECTOR	E	0		DH					9,465.09	11,831.37	13,014.51					ESMS
HUMAN RESOURCES MANAGER	E	42	2	M		6,360.98	7,951.22	9,541.46								MISC
HUMAN RESOURCES TECHNICIAN		20	2	P		3,925.39	4,618.10	5,310.82								MISC
HUMAN SERVICES MANAGER	E	34	2	M		5,218.73	6,523.41	7,828.09								EGLE
INTERGOV RELATIONS MANAGER	E	46	2	M		7,021.19	8,776.49	10,531.79								MISC
IT ANALYST I		27	2	P		4,665.40	5,488.71	6,312.02								EGLE
IT ANALYST II	E	31	2	M		4,847.60	6,059.50	7,271.40								EGLE

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
IT APPLICATIONS MANAGER	E	39	A 2	M	5,905.74	7,382.17	8,858.60									EGLE
IT DESKTOP TECHNICIAN I		13	2	P	3,300.53	3,882.98	4,465.43									EGLE
IT DESKTOP TECHNICIAN II		17	2	P	3,644.35	4,287.47	4,930.59									EGLE
IT OPERATIONS MANAGER	E	39	A 2	M	5,905.74	7,382.17	8,858.60									EGLE
JUNIOR ENGINEER (CIVIL)		28	3	P	4,781.12	5,624.85	6,468.58									EGLE
JUNIOR PLANNER		21	2	P	4,023.10	4,733.06	5,443.02									EGLE
JUNIOR TRANSPORTATION PLANNER		21	2	P	4,023.10	4,733.06	5,443.02									EGLE
LEAD POLICE RECORDS SPECIALIST		3	V	FL							4,112.51	4,315.94	4,531.80	4,756.04	4,994.74	NPOA
LEAD PUBLIC SAFETY DISPATCHER		18	A II	P	5,127.12	6,031.91	6,936.70									SEIU
LEGAL SECRETARY		18	A 2	P	3,736.42	4,395.79	5,055.16									MISC
LIBRARIAN I		15	4	P	3,468.13	4,080.15	4,692.17									EGLE
LIBRARIAN II		19	4	P	3,829.28	4,505.04	5,180.80									EGLE
LIBRARY ASSISTANT I		6	4	FL							2,688.07	2,821.85	2,963.09	3,111.92	3,268.27	EGLE
LIBRARY ASSISTANT II		10	4	FL							2,966.86	3,115.71	3,272.05	3,434.05	3,607.37	EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22	4	P	4,123.03	4,850.62	5,578.21									EGLE
LIBRARY DIRECTOR	E	0		DH				9,465.09	11,831.37	13,014.51						ESMS
LIBRARY MANAGER	E	35	4	M	5,349.46	6,686.83	8,024.20									EGLE
LIBRARY TECHNICIAN		1	4	FL							2,375.39	2,494.05	2,620.30	2,750.25	2,887.77	EGLE
MANAGEMENT FELLOW		18	2	P	3,735.56	4,394.78	5,054.00									EGLE
MAYOR				COUNCIL		813.96										COUN
OFFICE ASSISTANT		7	C 5	FL							2,756.57	2,892.20	3,039.18	3,189.91	3,350.09	SEIU
OFFICE ASSISTANT-CONF		7	5	FL							2,756.57	2,892.20	3,039.18	3,189.91	3,350.09	MISC
OFFICE OF EMER SVCS COORD.		40	F VIII	P	6,451.02	7,589.44	8,727.86									EGLE
PARALEGAL		19	2	P	3,829.28	4,505.04	5,180.80									MISC
PARKS & OPEN SPACE MANAGER	E	38	2	M	5,761.22	7,201.53	8,641.84									EGLE
PARKS & OPEN SPACE WORKER II		7	M 6	FL							2,744.40	2,883.26	3,023.98	3,174.23	3,330.23	SEIU
PARKS MAINTENANCE WORKER I		10	M 6	FL							2,950.62	3,097.58	3,252.11	3,416.01	3,585.56	SEIU
PARKS MAINTENANCE WORKER II		14	M 6	FL							3,255.86	3,419.79	3,589.35	3,770.22	3,958.65	SEIU
PARKS MAINTENANCE WORKER III		18	M 6	FL							3,594.97	3,774.01	3,962.44	4,160.23	4,369.44	SEIU
PARKS SUPERVISOR		19	B III	P	5,048.50	5,939.41	6,830.32									EGLE
PAYROLL ACCOUNTANT I		25	2	P	4,441.08	5,224.80	6,008.52									MISC
PAYROLL ACCOUNTANT II		29	2	P	4,902.35	5,767.47	6,632.59									MISC
PAYROLL TECHNICIAN		18	2	P	3,736.42	4,395.79	5,055.16									MISC
PERFORMING ARTS ASSISTANT		14	A 4	FL							3,275.79	3,439.70	3,611.11	3,793.84	3,980.35	EGLE
PERFORMING ARTS COORDINATOR		20	4	P	3,924.48	4,617.03	5,309.58									EGLE
PERFORMING ARTS MANAGER	E	38	2	M	5,761.22	7,201.53	8,641.84									EGLE
PERFORMING ARTS SUPERVISOR	E	26	4	M	4,282.87	5,353.59	6,424.31									
PERMIT CENTER COORDINATOR		33	C 3	P	5,405.24	6,359.11	7,312.98									SEIU
PERMIT TECHNICIAN		18	C 3	FL							3,617.61	3,798.48	3,986.90	4,186.62	4,395.79	SEIU
PLAN CHECK ENGINEER	E	34	2	M	5,218.73	6,523.41	7,828.09									EGLE
PLAN CHECK EXAMINER		30	3	P	5,022.87	5,909.26	6,795.65									EGLE
PLANNING BOARD CLERK		18	C 2	P	3,736.42	4,395.79	5,055.16									SEIU
PLANNING MANAGER	E	41	2	M	6,204.36	7,755.45	9,306.54									EGLE
POLICE ASSISTANT III-UNIFORMED		10	A 5	FL							3,027.80	3,178.03	3,335.90	3,499.47	3,674.49	NPOA
POLICE ASSISTANT II-UNIFORMED		6	A 5	FL							2,744.40	2,883.26	3,023.98	3,174.23	3,330.23	NPOA
POLICE ASSISTANT I-UNIFORMED		2	C 5	FL							2,489.57	2,615.09	2,742.52	2,877.55	3,022.06	NPOA

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**						
POLICE CAPTAIN	E	2	VII	M	9,480.99	11,851.24	14,221.49									PMGR
POLICE CAPTAIN-TIER 2	E	2	VII	M	9,480.99	11,851.24	12,941.55									PMGR
POLICE CHIEF	E	1		DH				11,653.30	14,566.64	16,023.30						DHPO
POLICE LIEUTENANT	E	1	VII	M	8,244.70	10,305.88	12,367.06									PMGR
POLICE LIEUTENANT-TIER 2	E	1	VII	M	8,244.70	10,305.88	11,501.36									PMGR
POLICE MEDIA/COMM REL ANALYST	E	32	2	M	4,967.02	6,208.78	7,450.54									EGLE
POLICE OFFICER		1	VII	FL							5,723.84	6,007.60	6,310.25	6,622.28	6,950.73	POA
POLICE OFFICER TRAINEE		5	V	FL							5,120.80					NPOA
POLICE RECORDS SPECIALIST		1	V	FL							3,676.54	3,857.13	4,050.20	4,249.52	4,461.29	NPOA
POLICE RECORDS SUPERVISOR		26	2	P	4,621.88	5,437.51	6,253.14									NPOA
POLICE SERGEANT		3	VII	FL							6,948.35	7,293.20	7,656.80	8,039.19	8,437.95	POA
POSTCLOSURE ENV SYSTEMS SPEC		26	M 6	FL							4,378.81	4,599.27	4,829.16	5,070.29	5,322.81	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	M 6	FL							3,594.97	3,774.01	3,962.44	4,160.23	4,369.44	SEIU
POSTCLOSURE SUPERVISOR		19	B III	P	5,048.50	5,939.41	6,830.32									EGLE
PRINCIPAL CIVIL ENGINEER	E	44	3	M	6,680.67	8,350.84	10,021.01									EGLE
PRINCIPAL FINANCIAL ANALYST	E	35	2	M	5,350.72	6,688.40	8,026.08									MISC
PRINCIPAL FIRE PROT ENGINEER	E	43	2	M	6,517.72	8,147.15	9,776.58									EGLE
PRINCIPAL HOUSING OFFICER	E	36	2	M	5,483.93	6,854.91	8,225.89									EGLE
PRINCIPAL IT ANALYST	E	37	2	M	5,619.58	7,024.47	8,429.36									EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34	2	M	5,219.94	6,524.92	7,829.90									MISC
PRINCIPAL PLANNER	E	36	2	M	5,483.93	6,854.91	8,225.89									EGLE
PRINCIPAL PROJECT MANAGER	E	44	3	M	6,680.67	8,350.84	10,021.01									EGLE
PROGRAM ASSISTANT		16	C 5	FL							3,440.49	3,613.85	3,794.72	3,985.05	4,182.87	SEIU
PROJECT MANAGER	E	36	2	M	5,483.93	6,854.91	8,225.89									EGLE
PROPERTY & EVIDENCE SPECIALIST		2	A V	P	4,063.19	4,780.22	5,497.25									NPOA
PUBLIC ART ADMINISTRATOR		29	2	P	4,901.22	5,766.14	6,631.06									EGLE
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	4,440.05	5,223.59	6,007.13									EGLE
PUBLIC SAFETY DISP COORDINATOR		33	C 3	P	5,405.24	6,359.11	7,312.98									SEIU
PUBLIC SAFETY DISPATCHER I		12	A II	FL							4,189.70	4,398.15	4,619.36	4,849.00	5,091.48	SEIU
PUBLIC SAFETY DISPATCHER II		15	A II	FL							4,672.48	4,906.45	5,150.99	5,408.33	5,678.47	SEIU
PUBLIC SAFETY DISPATCHER III		16	A III	FL							5,138.87	5,395.79	5,665.59	5,948.85	6,246.29	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39	2	M	5,904.38	7,380.48	8,856.58									EGLE
PUBLIC SERVICES TECHNICIAN		10	M 6	FL							2,950.62	3,097.58	3,252.11	3,416.01	3,585.56	SEIU
PUBLIC SERVICES TRAINEE		10	M 6	FL							2,950.62	3,097.58	3,252.11	3,416.01	3,585.56	SEIU
PUBLIC WORKS DIRECTOR	E	0		DH				9,465.09	11,831.37	13,014.51						ESMS
PUBLIC WORKS INSPECTOR I		25	3	FL							4,297.82	4,512.63	4,738.68	4,976.08	5,224.80	SEIU
PUBLIC WORKS INSPECTOR II		29	3	FL							4,744.37	4,981.79	5,230.44	5,492.37	5,765.57	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2	M	6,204.36	7,755.45	9,306.54									EGLE
REAL PROPERTY PROGRAM ADMIN.	E	38	3	M	5,761.22	7,201.53	8,641.84									EGLE
RECREATION COORDINATOR		16	4	P	3,554.60	4,181.88	4,809.16									EGLE
RECREATION LEADER II		2	A IV	FL							1,972.29	2,070.24	2,173.80	2,283.12	2,396.12	EGLE
RECREATION MANAGER	E	38	2	M	5,761.22	7,201.53	8,641.84									EGLE
RECREATION SPECIALIST		7	B IV	FL							2,516.68	2,642.89	2,774.76	2,912.27	3,059.19	EGLE
RECREATION SUPERVISOR	E	30	4	M	4,727.41	5,909.26	7,091.11									EGLE
RENT STABILIZATION MANAGER	E	43	2	M	6,517.72	8,147.15	9,776.58									EGLE
RISK MANAGER	E	40	2	M	6,052.04	7,565.05	9,078.06									EGLE
SAFETY & TRAINING ADMINISTRATR		19	B III	P	5,048.50	5,939.41	6,830.32									EGLE

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
SENIOR ACCOUNTANT	E	31	2	M	4,847.60	6,059.50	7,271.40								EGLE	
SENIOR ADMINISTRATIVE ASSIST		15	C 5	FL							3,357.60	3,527.15	3,702.42	3,887.08	4,081.12	SEIU
SENIOR ASSISTANT CITY ATTORNEY	E	51	2	M	7,941.73	9,927.16	11,912.59									MISC
SENIOR BUILDING INSPECTOR		33	C 3	P	5,405.24	6,359.11	7,312.98									SEIU
SENIOR CIVIL ENGINEER	E	40	3	M	6,052.04	7,565.05	9,078.06									EGLE
SENIOR CODE ENF OFFICER		29	3	P	4,900.73	5,765.57	6,630.41									SEIU
SENIOR DEPUTY CITY ATTORNEY	E	41	2	M	6,204.82	7,756.02	9,307.22									MISC
SENIOR FINANCIAL ANALYST-CONF	E	31	2	M	4,847.60	6,059.50	7,271.40									MISC
SENIOR HAZ MAT SPECIALIST - NS		42	F VIII	P	6,777.61	7,973.66	9,169.71									EGLE
SENIOR HOUSING OFFICER	E	34	2	M	5,218.73	6,523.41	7,828.09									EGLE
SENIOR IT ANALYST	E	35	2	M	5,349.46	6,686.83	8,024.20									EGLE
SENIOR IT DESKTOP TECHNICIAN		21	2	P	4,023.10	4,733.06	5,443.02									EGLE
SENIOR LIBRARIAN		23	4	P	4,211.25	4,954.41	5,697.57									EGLE
SENIOR LIBRARY ASSISTANT		14	A 4	FL							3,275.79	3,439.70	3,611.11	3,793.84	3,980.35	EGLE
SENIOR MANAGEMENT ANALYST	E	31	2	M	4,847.60	6,059.50	7,271.40									EGLE
SENIOR MANAGEMENT ANALYST-CONF	E	31	2	M	4,847.60	6,059.50	7,271.40									MISC
SENIOR OUTREACH COORDINATOR		20	4	P	3,924.48	4,617.03	5,309.58									EGLE
SENIOR PAYROLL ACCOUNTANT	E	33	2	M	5,093.32	6,366.65	7,639.98									MISC
SENIOR PERMIT TECHNICIAN		23	3	FL							4,090.56	4,295.91	4,510.70	4,736.83	4,972.34	SEIU
SENIOR PLANNER	E	33	2	M	5,092.11	6,365.14	7,638.17									EGLE
SENIOR PROJECT MANAGER	E	40	2	M	6,052.04	7,565.05	9,078.06									EGLE
SENIOR PUBLIC WORKS INSPECTOR		33	C 3	P	5,405.24	6,359.11	7,312.98									SEIU
SENIOR RECREATION COORDINATOR		20	4	P	3,924.48	4,617.03	5,309.58									EGLE
SENIOR SECURITY SERVICES GUARD		7	M 6	FL							2,744.40	2,883.26	3,023.98	3,174.23	3,330.23	SEIU
SENIOR STAGEHAND		3	4	FL							2,495.97	2,620.30	2,752.14	2,889.66	3,034.69	EGLE
SENIOR SYSTEMS ANALYST	E	35	2	M	5,349.46	6,686.83	8,024.20									EGLE
SENIOR SYSTEMS SPECIALIST	E	37	2	M	5,619.58	7,024.47	8,429.36									EGLE
SENIOR TICKET SERVICES REP		1	4	FL							2,375.39	2,494.05	2,620.30	2,750.25	2,887.77	EGLE
SENIOR TRANSPORTATION PLANNER	E	40	3	M	6,052.04	7,565.05	9,078.06									EGLE
SENIOR UTILITIES SYS TECH.		24	M 6	FL							4,167.80	4,376.94	4,595.50	4,825.40	5,066.55	SEIU
SENIOR UTILITIES TECHNICIAN		24	M 6	FL							4,167.80	4,376.94	4,595.50	4,825.40	5,066.55	SEIU
SENIOR WATER SYSTEM OPERATOR		26	M 6	FL							4,378.81	4,599.27	4,829.16	5,070.29	5,322.81	SEIU
SHORELINE MANAGER	E	38	2	M	5,761.22	7,201.53	8,641.84									EGLE
SOLID WASTE PROGRAM MANAGER	E	25	A II	M	5,702.46	7,128.08	8,553.70									EGLE
SR HUMAN RESOURCES ANALYST	E	31	2	M	4,847.60	6,059.50	7,271.40									MISC
SR POSTCLOSURE ENV SYS TECH		22	M 6	FL							3,968.05	4,165.93	4,375.03	4,593.62	4,823.49	SEIU
STREET & LANDFILL CLOSURE MNGR	E	26	B III	M	6,127.42	7,659.28	9,191.14									EGLE
STREET LIGHTING TECHNICIAN		18	M 6	FL							3,594.97	3,774.01	3,962.44	4,160.23	4,369.44	SEIU
STREET MAINTENANCE WORKER I		10	M 6	FL							2,950.62	3,097.58	3,252.11	3,416.01	3,585.56	SEIU
STREET MAINTENANCE WORKER II		14	M 6	FL							3,255.86	3,419.79	3,589.35	3,770.22	3,958.65	SEIU
STREET MAINTENANCE WORKER III		19	M 6	FL							3,683.55	3,868.21	4,062.28	4,265.80	4,478.64	SEIU
STREET SUPERVISOR		19	B III	P	5,048.50	5,939.41	6,830.32									EGLE
STREETSWEEPER OPERATOR		16	M 6	FL							3,421.67	3,593.13	3,772.11	3,960.50	4,158.37	SEIU
SUPERVISING BUYER		28	2	P	4,781.12	5,624.85	6,468.58									EGLE
SUPERVISING PRKS & OPN SP WRKR		11	M 4	FL							3,024.10	3,174.82	3,333.12	3,500.76	3,676.03	SEIU
SUSTAINABILITY PROGRAM MANAGER	E	34	2	M	5,218.73	6,523.41	7,828.09									EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12	A II	P	3,777.19	4,443.75	5,110.31									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*									
SYSTEMS SPECIALIST		28	2	P	4,781.12	5,624.85	6,468.58									EGLE
TRAFFIC ENGINEER	E	45	3	M	6,847.70	8,559.62	10,271.54									EGLE
TRAILS & OPEN SPACE WORKER I		5	M 6	FL						2,607.25	2,738.57	2,877.60	3,020.53	3,171.14	SEIU	
TRAILS & OPEN SPACE WORKER II		9	M 6	FL						2,879.52	3,024.39	3,175.02	3,335.35	3,499.48	SEIU	
TRANSPORTATION MANAGER	E	44	2	M	6,680.67	8,350.84	10,021.01									EGLE
TREE TRIMMER I		12	M 6	FL						3,099.50	3,254.00	3,417.92	3,587.48	3,768.36	SEIU	
TREE TRIMMER II		16	M 6	FL						3,421.67	3,593.13	3,772.11	3,960.50	4,158.37	SEIU	
TREE TRIMMER III		20	M 6	FL						3,775.88	3,964.27	4,164.03	4,371.26	4,589.87	SEIU	
URBAN FOREST COORDINATOR		16	2	P	3,554.60	4,181.88	4,809.16									EGLE
URBAN FOREST MANAGER	E	38	2	M	5,761.22	7,201.53	8,641.84									EGLE
URBAN FOREST SUPERVISOR		20	B III	P	5,234.25	6,157.94	7,081.63									EGLE
UTILITIES ELECTRICIAN		27	M 6	FL						4,488.29	4,714.25	4,949.88	5,197.04	5,455.89	SEIU	
UTILITIES SERVICES MANAGER	E	42	3	M	6,359.48	7,949.35	9,539.22									EGLE
UTILITIES SYSTEMS SPECIALIST		27	M 6	FL						4,488.29	4,714.25	4,949.88	5,197.04	5,455.89	SEIU	
UTILITIES SYSTEMS SUPERVISOR		20	A III	P	5,174.72	6,087.90	7,001.09									EGLE
UTILITIES TECHNICIAN		20	M 6	FL						3,775.88	3,964.27	4,164.03	4,371.26	4,589.87	SEIU	
WAREHOUSE WORKER		10	M 6	FL						2,950.62	3,097.58	3,252.11	3,416.01	3,585.56	SEIU	
WASTEWATER SUPERVISOR		20	A III	P	5,174.72	6,087.90	7,001.09									EGLE
WASTEWATER UTILITY WORKER I		13	M 6	FL						3,176.98	3,335.36	3,503.38	3,677.15	3,862.57	SEIU	
WASTEWATER UTILITY WORKER II		17	M 6	FL						3,506.48	3,681.68	3,866.32	4,060.39	4,262.02	SEIU	
WASTEWATER UTILITY WORKER III		21	M 6	FL						3,870.26	4,063.40	4,268.12	4,480.57	4,704.61	SEIU	
WATER OPERATIONS SPECIALIST		27	M 6	FL						4,488.29	4,714.25	4,949.88	5,197.04	5,455.89	SEIU	
WATER QUALITY TECHNICIAN		26	M 6	FL						4,378.81	4,599.27	4,829.16	5,070.29	5,322.81	SEIU	
WATER RESOURCE MANAGER	E	34	2	M	5,218.73	6,523.41	7,828.09									EGLE
WATER SUPERINTENDENT	E	22	A III	M	5,431.04	6,788.80	8,146.56									EGLE
WATER SUPERVISOR		20	A III	P	5,174.72	6,087.90	7,001.09									EGLE
WATER SYSTEM OPERATOR		22	M 6	FL						3,968.05	4,165.93	4,375.03	4,593.62	4,823.49	SEIU	
WATER UTILITY WORKER I		13	M 6	FL						3,176.98	3,335.36	3,503.38	3,677.15	3,862.57	SEIU	
WATER UTILITY WORKER II		17	M 6	FL						3,506.48	3,681.68	3,866.32	4,060.39	4,262.02	SEIU	
WATER UTILITY WORKER III		21	M 6	FL						3,870.26	4,063.40	4,268.12	4,480.57	4,704.61	SEIU	
WEBSITE COORDINATOR		31	2	P	5,150.58	6,059.50	6,968.43									MISC
WILDLIFE PRESERVATION COORD		16	4	P	3,554.60	4,181.88	4,809.16									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	6/21/2026		Budget Adoption updates; COLA updates from labor agreements

**City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2026-27**

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3
ACCOUNT CLERK I	35.32 /	42.92			HRMM 31
ACCOUNT CLERK II	38.94 /	47.37			HRMM 34
ACCOUNTANT I	51.55 /	69.77			HRMM 55
ACCOUNTANT II	56.89 /	76.97			HRMM 63
ACCOUNTING TECHNICIAN	43.02 /	52.28			HRMM 39
ADMINISTRATIVE AIDE	46.69 /	63.17			HRMM 49
ADMINISTRATIVE ASSIST	38.00 /	46.24			HRMM 33
AFTER SCHOOL EDU SPEC I	23.76 /	28.52			HRMM 9
AFTER SCHOOL EDU SPEC II	26.14 /	31.39			HRMM 20
AFTER SCHOOL EDU SPEC III	32.67 /	39.23			HRMM 7
ANALYST I	51.55 /	69.76			HRMM 56
ANALYST II	56.89 /	76.96			HRMM 64
AQUATICS HD LIFEGUARD	27.25 /	31.27			HRMM 13
AQUATICS LIFEGUARD I	22.51 /	25.86			HRMM 3
AQUATICS LIFEGUARD II	24.80 /	28.60			HRMM 12
AQUATICS POOL ATTEND.	20.84 /	23.01			HRMM 1
AQUATICS POOL SUPV	30.02 /	34.43			HRMM 17
AQUATICS WTR EXERC IN	30.21 /	41.88			HRMM 27
AQUATICS WTR SFTY INS	23.66 /	27.23			HRMM 8
ASSISTANT ENGR(CIVIL)	65.91 /	89.18			HRMM 71
ASSISTANT PLANNER	55.49 /	75.09			HRMM 60
ASSISTANT TRANSPORTATION PLANNER	55.49 /	75.09			HRMM 60
ASSOCIATE ENGR(CIVIL)	72.79 /	98.46			HRMM 74
ASSOCIATE PLANNER	61.25 /	82.86			HRMM 69
ASSOCIATE TRANSPORTATION PLANNER	61.25 /	82.86			HRMM 69
BUILDING ATTENDANT	20.84 /	24.01			HRMM 2
CLERICAL AIDE	20.84 /	24.01			HRMM 2
CUSTOMER SERVICE REP	32.77 /	39.80			HRMM 90
ENGINEERING ASST I	42.98 /	52.22			HRMM 41
ENGINEERING ASST II	47.43 /	57.64			HRMM 51
ENGINEERING ASST III	52.43 /	63.72			HRMM 58
EQUIPMENT MECH I	42.74 /	51.97			HRMM 79
EQUIPMENT MECH II	47.22 /	57.38			HRMM 80
EQUIPMENT MECH III	52.10 /	63.34			HRMM 81
EXECUTIVE ASSISTANT	46.69 /	69.76			HRMM 48
HOUSE MANAGER	27.69 /	33.67			HRMM 22
INSPECTOR I	43.61 /	65.32			HRMM 44
INSPECTOR II	59.31 /	72.07			HRMM 68
IT ANALYST I	56.90 /	76.97			HRMM 65
IT ANALYST II	59.11 /	88.65			HRMM 67

City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2026-27

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3	
IT DESKTOP TECH I	40.25 /	54.47				HRMM 37
IT DESKTOP TECH II	44.44 /	60.14				HRMM 46
JUNIOR ENGR (CIVIL)	59.74 /	80.81				HRMM 96
JUNIOR PLANNER	50.28 /	68.03				HRMM 73
JUNIOR TRANSPORTATION PLANNER	50.28 /	68.03				HRMM 73
LABORER I	22.31 /	32.74				HRMM 14
LABORER II	30.65 /	49.49				HRMM 25
LABORER III	44.92 /	54.62				HRMM 47
LEAD PUBLIC SFTY DISP	64.08 /	86.72				HRMM 82
LIB SECURITY ATTEND	24.61 /	29.90				HRMM 19
LIBRARIAN	43.36 /	64.76				HRMM 43
LIBRARY ASST	33.60 /	49.75				HRMM 30
LIBRARY HOMEWORK ASST	23.76 /	28.52				HRMM 9
LIBRARY PAGE	20.84 /	24.01				HRMM 2
LIBRARY TECH. AIDE	23.76 /	28.52				HRMM 9
LIBRARY TECHNICIAN	25.66 /	36.26				HRMM 86
OFFICE ASSISTANT	34.42 /	41.86				HRMM 29
PARKS MAINT WRKR I	36.90 /	44.82				HRMM 83
PARKS MAINT WRKR II	40.72 /	49.49				HRMM 84
PARKS MAINT WRKR III	44.92 /	54.61				HRMM 85
PLANNING MANAGER	77.56 /	116.33				HRMM 78
POLICE ASSISTANT I	26.74 /	35.61				HRMM 21
POLICE ASSISTANT II	33.09 /	40.19				HRMM 28
POLICE RECORDS SPEC	49.89 /	60.62				HRMM 54
POLICE RESERVE	/		20.29	70.17	105.28	HRFT 1
PRINCIPAL CVL ENGINR	83.45 /	125.21				HRMM 77
PRINCIPAL PLANNER	68.55 /	102.82				HRMM 76
PROGRAM ASSISTANT	43.01 /	52.28				HRMM 42
PUB SFTY DISP II CTO	62.80 /	76.31				HRMM 94
PUB SFTY DISP II OT	87.62 /	106.47				HRMM 93
PUB SFTY DISP II OT/CTO	94.17 /	114.46				HRMM 95
PUBLIC SAFETY DISP I	52.38 /	63.64				HRMM 62
PUBLIC SAFETY DISP II	58.40 /	70.99				HRMM 91
PUBLIC SAFETY DISP III	64.24 /	78.07				HRMM 92
REC. LEADER AIDE	20.84 /	23.01				HRMM 1
REC. LEADER I	22.55 /	27.19				HRMM 5
REC. LEADER II	23.70 /	28.80				HRMM 11
REC. SPECIALIST	30.25 /	36.76				HRMM 10
RECREATION COORD	44.43 /	60.13				HRMM 45

**City of Mountain View
Hourly Salary Plan and Position Listing
Fiscal Year 2026-27**

POSITION	MIN.	MAX.	Rate 1	Rate 2	Rate 3
RECREATION SUPERVSR	53.52 /	80.32			HRMM 59
SENIOR ANALYST	59.09 /	88.64			HRMM 66
SENIOR CIVIL ENGINEER	75.61 /	113.41			HRMM 75
SENIOR INFO TECH ANAL	65.28 /	97.89			HRMM 72
SENIOR INFO TECH DSKT	49.08 /	66.36			HRMM 53
SENIOR LIBRARY PAGE	22.60 /	27.13			HRMM 6
SENIOR PLANNER	63.63 /	95.48			HRMM 70
SENIOR RECREATION CRD	49.07 /	66.35			HRMM 52
SHOP ASSISTANT	20.84 /	24.01			HRMM 2
SKILLED TRADES I	39.70 /	53.28			HRMM 35
SKILLED TRADES II	43.82 /	58.81			HRMM 40
SKILLED TRADES III	48.39 /	68.02			HRMM 50
SR ADMIN ASSISTANT	41.97 /	51.02			HRMM 24
SR TRANSPORTATION PLANNER	75.61 /	113.41			HRMM 75
STAGEHAND I	24.61 /	29.90			HRMM 19
STAGEHAND I 1.5 RATE	36.92 /	44.86			HRMM 87
STAGEHAND II	31.22 /	37.93			HRMM 26
STAGEHAND II 1.5 RATE	46.83 /	56.91			HRMM 88
STUDENT INTERN I	20.84 /	24.01			HRMM 2
STUDENT INTERN II	23.62 /	29.05			HRMM 18
STUDENT INTERN III	27.19 /	33.55			HRMM 23
STUDENT INTERN IV	33.09 /	40.19			HRMM 28
TECH/PROF/MGMT EMP.	40.24 /	207.52			HRMM 36
TICKET SVCS REP I	22.78 /	27.71			HRMM 16
TICKET SVCS REP II	27.69 /	33.67			HRMM 22
TRAFFIC ENGINEER	85.55 /	128.32			HRMM 89
TRAILS & OPN SP WRKR I	32.59 /	39.63			HRMM 15
TRAILS & OPN SP WRKR II	36.00 /	43.74			HRMM 32
UNION STAGEHAND	54.70 /	63.63			HRMM 61

Update:	Effective Date	Approval Date	Notes:
New FY Hourly Salary Plan Effective Date	06/21/2026		COLA adjustments; Retitle Transportation Planner as Sr. Transportation Planner, Retitle Sr. Admin Analyst as Sr. Analyst, Add Transportation Planner classifications