

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 20__

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW APPROVING ANNUAL
COMPENSATION INCREASES FOR THE CITY ATTORNEY, CITY CLERK, AND CITY MANAGER AND
AMENDING THE FISCAL YEAR 2025-26 SALARY PLAN FOR REGULAR EMPLOYEES
TO UPDATE THE SALARIES FOR COUNCIL APPOINTEES

WHEREAS, on June 24, 2025, the Mountain View City Council adopted the Fiscal Year 2025-26 City Budget and Resolution No. 19009, which amended the Regular and Hourly Salary Plans for Fiscal Year 2025-26 in a manner consistent with the adopted budget; and

WHEREAS: the City Council of the City of Mountain View has recently completed the performance evaluations for Council Appointees for Fiscal Year 2024-25; and

WHEREAS: based on the City Council's review of their performance for Fiscal Year 2024-25, the following ongoing compensation adjustments shall be made in Fiscal Year 2025-26, effective the pay period including July 1, 2025:

City Attorney	1% merit increase An additional 1% of base salary as an ongoing City contribution to a 457(b) deferred compensation plan
City Clerk	1% merit increase An additional 1% of base salary as an ongoing City contribution to a 457(b) deferred compensation plan
City Manager	1% merit increase An additional 1% of base salary as an ongoing City contribution to a 457(b) deferred compensation plan

BE IT RESOLVED: that the City Council of the City of Mountain View hereby approves the base salary and deferred compensation increases for Council Appointees and hereby amends the Fiscal Year 2025-26 Salary Plan for Regular Employees as set forth in Exhibit A, attached hereto and incorporated herein; and be it

FURTHER RESOLVED: that all other benefits previously conferred upon the City Council appointees shall continue in full force; and be it

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

Exhibits: A. Fiscal Year 2025-26 Salary Plan for Regular Employees, Revision 2

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2025-26
Revision No. 2

Effective June 22, 2025

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
ACCOUNT CLERK I		8	C	5	FL						2,743.18	2,878.15	3,024.44	3,174.43	3,333.83	SEIU
ACCOUNT CLERK I - CONF		8		5	FL						2,743.18	2,878.15	3,024.44	3,174.43	3,333.83	MISC
ACCOUNT CLERK II		12	C	5	FL						3,024.44	3,176.31	3,337.53	3,504.41	3,678.81	SEIU
ACCOUNT CLERK II-CONF.		12		5	FL						3,024.42	3,176.30	3,337.53	3,504.41	3,678.81	MISC
ACCOUNTANT I		23	A	2	P	4,103.38	4,827.51	5,551.64								EGLE
ACCOUNTANT II		27		2	P	4,529.51	5,328.84	6,128.17								EGLE
ACCOUNTING MANAGER	E	40		2	M	5,877.13	7,346.41	8,815.69								MISC
ACCOUNTING TECHNICIAN		16	C	2	FL						3,340.28	3,508.59	3,684.19	3,868.98	4,061.04	SEIU
ADMINISTRATIVE AIDE		19		2	P	3,717.76	4,373.83	5,029.90								EGLE
ADMINISTRATIVE ASSISTANT		11	C	5	FL						2,950.66	3,098.83	3,256.13	3,418.94	3,589.09	SEIU
ADMINISTRATIVE ASSISTANT-CONF		11		5	FL						2,950.66	3,098.83	3,256.13	3,418.94	3,589.09	MISC
AFFORDABLE HOUSING MANAGER	E	43		2	M	6,327.88	7,909.85	9,491.82								EGLE
ANALYST I		23	A	2	P	4,103.38	4,827.51	5,551.64								EGLE
ANALYST I-CONF		23		2	P	4,103.38	4,827.51	5,551.64								MISC
ANALYST II		27		2	P	4,529.51	5,328.84	6,128.17								EGLE
ANALYST II-CONF		27		2	P	4,529.51	5,328.84	6,128.17								MISC
ASSISTANT BUILDING INSPECTOR		23		3	FL						3,971.42	4,170.79	4,379.32	4,598.86	4,827.51	SEIU
ASSISTANT BUYER		20		2	FL						3,686.98	3,871.70	4,065.56	4,268.58	4,482.55	EGLE
ASSISTANT CITY ATTORNEY	E	47		2	M	6,986.45	8,733.06	10,479.67								MISC
ASSISTANT CITY CLERK		31		2	M	4,706.41	5,883.01	7,059.61								EGLE
ASSISTANT CITY MANAGER	E	1			DH				9,742.57	12,178.22	13,396.04					ESMS
ASSISTANT COMM. SVCS. DIRECTOR	E	46		3	M	6,815.10	8,518.87	10,222.64								EGLE
ASSISTANT ENGINEER (CIVIL)		32		3	P	5,123.75	6,027.94	6,932.13								EGLE
ASSISTANT IT DIRECTOR	E	46		2	M	6,815.10	8,518.87	10,222.64								EGLE
ASSISTANT LIBRARY DIRECTOR		46		4	M	6,815.10	8,518.87	10,222.64								EGLE
ASSISTANT PLANNER		25		2	P	4,310.73	5,071.45	5,832.17								EGLE
ASSISTANT PROJECT MANAGER	E	32		2	M	4,822.35	6,027.94	7,233.53								EGLE
ASSISTANT PUBLIC WORKS DIR.	E	51		3	M	7,710.42	9,638.03	11,565.64								EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A	II	M	5,742.51	7,178.14	8,613.77								MISC
ASSOCIATE ENGINEER (CIVIL)		36		3	P	5,656.96	6,655.25	7,653.54								EGLE
ASSOCIATE PLANNER		29		2	P	4,758.46	5,598.19	6,437.92								EGLE
ASST COMMUNITY DEVELOPMENT DIR	E	46		2	M	6,815.10	8,518.87	10,222.64								EGLE
ASST FINANCE & ADM SVCS DIR	E	48		2	M	7,160.62	8,950.77	10,740.92								MISC
BATTALION CHIEF	E	4		VIII	M	8,399.74	10,499.67	12,599.60								FMGR
BATTALION CHIEF-TIER 2	E	4		VIII	M	8,399.74	10,499.67	11,717.63								FMGR
BUILDING INSPECTOR I		25		3	FL						4,172.64	4,381.19	4,600.66	4,831.15	5,072.62	SEIU
BUILDING INSPECTOR II		29		3	FL						4,606.18	4,836.69	5,078.10	5,332.40	5,597.64	SEIU
BUYER		24		2	FL						4,070.00	4,273.51	4,487.16	4,711.52	4,947.09	EGLE
CHIEF BLDG OFFICIAL	E	44		3	M	6,486.09	8,107.61	9,729.13								EGLE
CHIEF COMMUNICATIONS OFFICER	E	46		2	M	6,816.69	8,520.86	10,225.03								MISC
CHIEF SUSTAIN & RSLNCE OFFICER	E	46		2	M	6,815.10	8,518.87	10,222.64								EGLE
CIO/INFORMATION TECHNOLOGY DIR	E	0			DH				9,189.41	11,486.77	12,635.45					ESMS
CITY ATTORNEY	E	0			DH											CA
CITY CLERK	E	0			DH											CC

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2025-26
Revision No. 2

Effective June 22, 2025

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 MANAGER	E	0		DH		16,907.29										CM
CODE ENFORCEMENT OFFICER I		23	3	FL							3,971.42	4,170.79	4,379.32	4,598.86	4,827.51	SEIU
CODE ENFORCEMENT OFFICER II		27	3	FL							4,384.85	4,602.49	4,833.03	5,074.45	5,328.74	SEIU
COMMUNICATION COORDINATOR		31	2	P	5,000.56	5,883.01	6,765.46									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E	0		DH				9,189.41	11,486.77	12,635.45						ESMS
COMMUNITY OUTREACH SPECIALIST		7	B	FL							2,443.38	2,565.91	2,693.94	2,827.45	2,970.09	EGLE
COMMUNITY SERVICES DIRECTOR	E	0		DH				9,189.41	11,486.77	12,635.45						ESMS
COMMUNITY SERVICES OFFICER		2	V	FL							3,641.98	3,825.42	4,014.84	4,212.40	4,420.01	NPOA
COMMUNITY SVCS PROJECT ADMIN		29	2	P	4,758.46	5,598.19	6,437.92									EGLE
COPY CENTER TECHNICIAN		10	5	FL							2,880.45	3,024.96	3,176.75	3,334.03	3,502.30	EGLE
COUNCILMEMBER				COUNCIL		632.17										COUN
CRIME ANALYST		27	2	P	4,529.51	5,328.84	6,128.17									EGLE
CROSS CONNECTION CONTROL SPEC		19	M	6	FL						3,576.26	3,755.54	3,943.96	4,141.55	4,348.19	SEIU
CUSTOMER SERVICE SUPERVISOR		22	2	P	4,002.94	4,709.34	5,415.74									EGLE
CUSTOMER SVC. REPRESENTATIVE		5	C	5	FL						2,544.54	2,670.76	2,804.32	2,945.17	3,091.51	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E	48	3	M	7,166.97	8,958.71	10,750.45									EGLE
DEPUTY BUILDING OFFICIAL	E	36	2	M	5,324.20	6,655.25	7,986.30									EGLE
DEPUTY CITY ATTORNEY	E	37	2	M	5,457.15	6,821.44	8,185.73									MISC
DEPUTY CITY CLERK		22	2	P	4,002.94	4,709.34	5,415.74									EGLE
DEPUTY CITY MANAGER	E	46	2	M	6,816.69	8,520.86	10,225.03									MISC
DEPUTY COMMUNICATIONS OFFICER	E	34	2	M	5,067.90	6,334.87	7,601.84									MISC
DEPUTY FIRE CHIEF	E	7	VIII	M	9,040.23	11,300.29	13,560.35									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							6,763.27	7,102.20	7,457.08	7,830.17	8,221.47	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A	VIII	FL						6,890.45	7,229.37	7,584.24	7,957.34	8,348.63	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B	VIII	FL						6,978.89	7,317.81	7,672.68	8,045.78	8,437.07	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C	VIII	FL						7,023.10	7,362.02	7,716.90	8,089.99	8,481.30	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D	VIII	FL						7,046.69	7,385.60	7,740.49	8,113.58	8,504.88	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E	VIII	FL						7,141.00	7,479.94	7,834.82	8,207.90	8,599.21	MVFF
DEPUTY ZONING ADMINISTRATOR	E	36	2	M	5,324.20	6,655.25	7,986.30									EGLE
DOCUMENTS AND RECORDS SPEC		18	5	FL							3,509.57	3,685.19	3,869.93	4,063.75	4,266.78	EGLE
ECONOMIC DEVELPMNT STRATEGIST	E	33	2	M	4,943.80	6,179.75	7,415.70									EGLE
ECONOMIC VITALITY MANAGER	E	43	2	M	6,327.88	7,909.85	9,491.82									EGLE
EMERGENCY COMMUNICATIONS MGR		39	2	M	5,732.41	7,165.51	8,598.61									EGLE
ENGINEERING ASSISTANT I		16	3	FL							3,336.62	3,503.12	3,678.69	3,863.47	4,055.53	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						3,684.19	3,868.98	4,062.86	4,265.89	4,478.12	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						4,072.02	4,275.08	4,489.10	4,714.10	4,948.25	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	4,369.27	5,140.32	5,911.37									SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	5,247.81	6,173.89	7,099.97								SEIU
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	4,901.46	5,766.42	6,631.38								EGLE
EQUIPMENT MECHANIC I		16	M	6	FL						3,322.01	3,488.48	3,662.24	3,845.15	4,037.25	SEIU
EQUIPMENT MECHANIC II		20	M	6	FL						3,665.90	3,848.81	4,042.75	4,243.94	4,456.18	SEIU
EQUIPMENT MECHANIC III		24	M	6	FL						4,046.41	4,249.46	4,461.65	4,684.85	4,918.98	SEIU
EQUIPMENT SERVICE WORKER		10	M	6	FL						2,864.68	3,007.36	3,157.39	3,316.51	3,481.13	SEIU
EXECUTIVE ASSISTANT		18	C	2	P	3,627.60	4,267.76	4,907.92								SEIU

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
EXECUTIVE ASST. TO THE CA		22	2	P	4,003.89	4,710.46	5,417.03									MISC
EXECUTIVE ASST. TO THE CM		22	2	P	4,003.89	4,710.46	5,417.03									MISC
FACILITIES CONTRACT COORDINATR		26	2	P	4,418.01	5,197.66	5,977.31									EGLE
FACILITIES MAINT. SUPERVISOR		19	B III	P	4,901.46	5,766.42	6,631.38									EGLE
FACILITIES MAINTENANCE I		12	M 6	FL							3,009.22	3,159.22	3,318.37	3,482.99	3,658.60	SEIU
FACILITIES MAINTENANCE II		16	M 6	FL							3,322.01	3,488.48	3,662.24	3,845.15	4,037.25	SEIU
FACILITIES MAINTENANCE III		20	M 6	FL							3,665.90	3,848.81	4,042.75	4,243.94	4,456.18	SEIU
FACILITIES PROJECT MANAGER	E	36	2	M	5,324.20	6,655.25	7,986.30									EGLE
FINANCE AND ADMIN SVCS DIR	E	0		DH				9,189.41	11,486.77	12,635.45						ESMS
FINANCE MANAGER	E	40	A 2	M	5,877.13	7,346.41	8,815.69									EGLE
FINANCE MANAGER - CONF	E	40	2	M	5,877.13	7,346.41	8,815.69									MISC
FINANCIAL ANALYST I		23	A 2	P	4,103.38	4,827.51	5,551.64									EGLE
FINANCIAL ANALYST I - CONF		23	2	P	4,103.38	4,827.51	5,551.64									MISC
FINANCIAL ANALYST II		27	2	P	4,529.51	5,328.84	6,128.17									EGLE
FINANCIAL ANALYST II - CONF		27	2	P	4,529.51	5,328.84	6,128.17									MISC
FIRE CAPTAIN		12	VIII	FL							6,751.87	7,090.86	7,443.45	7,816.54	8,207.80	MVFF
FIRE CAPTAIN/HAZ MAT		15	VIII	FL							7,089.43	7,445.39	7,815.57	8,207.32	8,618.14	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15	A VIII	FL							7,216.60	7,572.56	7,942.74	8,334.51	8,745.31	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15	B VIII	FL							7,305.03	7,660.99	8,031.17	8,422.94	8,833.75	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15	C VIII	FL							7,349.26	7,705.20	8,075.38	8,467.15	8,877.98	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15	D VIII	FL							7,372.83	7,728.78	8,098.96	8,490.73	8,901.57	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15	E VIII	FL							7,467.16	7,823.10	8,193.30	8,585.04	8,995.88	MVFF
FIRE CAPTAIN-LEVEL 1		12	A VIII	FL							6,879.04	7,218.04	7,570.62	7,943.70	8,334.98	MVFF
FIRE CAPTAIN-LEVEL 2		12	B VIII	FL							6,967.47	7,306.47	7,659.06	8,032.14	8,423.42	MVFF
FIRE CAPTAIN-LEVEL 3		12	C VIII	FL							7,011.69	7,350.68	7,703.26	8,076.36	8,467.63	MVFF
FIRE CAPTAIN-LEVEL 4		12	D VIII	FL							7,035.26	7,374.26	7,726.84	8,099.94	8,491.22	MVFF
FIRE CAPTAIN-LEVEL 5		12	E VIII	FL							7,129.61	7,468.58	7,821.17	8,194.27	8,585.53	MVFF
FIRE CHIEF	E	1		DH				11,205.10	14,006.38	15,407.02						DHFI
FIRE ENGINEER		6	VIII	FL							5,787.41	6,075.51	6,380.84	6,699.26	7,035.04	MVFF
FIRE ENGINEER/HAZ MAT		9	VIII	FL							6,076.78	6,379.20	6,699.89	7,034.20	7,386.76	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9	A VIII	FL							6,203.97	6,506.39	6,827.06	7,161.38	7,513.92	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2		9	B VIII	FL							6,292.38	6,594.81	6,915.49	7,249.81	7,602.36	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3		9	C VIII	FL							6,336.63	6,639.05	6,959.71	7,294.04	7,646.60	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4		9	D VIII	FL							6,360.19	6,662.62	6,983.29	7,317.63	7,670.18	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5		9	E VIII	FL							6,454.52	6,756.93	7,077.63	7,411.94	7,764.49	MVFF
FIRE ENGINEER/PARAMEDIC		11	VIII	FL							6,424.20	6,746.95	7,082.66	7,437.87	7,810.43	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 1		11	A VIII	FL							6,551.37	6,874.11	7,209.82	7,565.05	7,937.61	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 2		11	B VIII	FL							6,639.81	6,962.54	7,298.26	7,653.48	8,026.04	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 3		11	C VIII	FL							6,684.02	7,006.76	7,342.48	7,697.72	8,070.26	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 4		11	D VIII	FL							6,707.60	7,030.34	7,366.05	7,721.30	8,093.85	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 5		11	E VIII	FL							6,801.93	7,124.66	7,460.39	7,815.61	8,188.17	MVFF
FIRE ENGINEER/PMEDIC/HM		8	VIII	FL							6,746.97	7,084.30	7,438.52	7,810.43	8,200.97	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		8	A VIII	FL							6,874.14	7,211.48	7,565.70	7,937.61	8,328.14	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2		8	B VIII	FL							6,962.56	7,299.93	7,654.12	8,026.04	8,416.58	MVFF

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					Control Point			Dept. Head Salary Range								
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
FIRE ENGINEER/PMEDIC/HM-LVL 3		8	C	VIII	FL						7,006.78	7,344.14	7,698.36	8,070.26	8,460.78	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		8	D	VIII	FL						7,030.36	7,367.70	7,721.93	8,093.85	8,484.37	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		8	E	VIII	FL						7,124.68	7,462.05	7,816.26	8,188.17	8,578.71	MVFF
FIRE ENGINEER-LEVEL 1		6	A	VIII	FL						5,914.58	6,202.68	6,508.01	6,826.45	7,162.21	MVFF
FIRE ENGINEER-LEVEL 2		6	B	VIII	FL						6,003.02	6,291.13	6,596.45	6,914.87	7,250.64	MVFF
FIRE ENGINEER-LEVEL 3		6	C	VIII	FL						6,047.24	6,335.34	6,640.68	6,959.10	7,294.87	MVFF
FIRE ENGINEER-LEVEL 4		6	D	VIII	FL						6,070.81	6,358.90	6,664.27	6,982.68	7,318.46	MVFF
FIRE ENGINEER-LEVEL 5		6	E	VIII	FL						6,165.15	6,453.25	6,758.58	7,076.99	7,412.76	MVFF
FIRE MARSHAL NON-SAFETY	E	51		VIII	M	7,710.42	9,638.03	11,565.64								EGLE
FIRE PREVENTION OFFICER I		1		VIII	FL						5,126.79	5,384.53	5,653.14	5,934.73	6,231.43	MVFF
FIRE PREVENTION OFFICER II		3		VIII	FL						5,380.24	5,648.78	5,932.54	6,227.10	6,538.97	MVFF
FIRE PREVENTION OFFICER III		10		VIII	FL						6,255.25	6,567.16	6,896.43	7,240.76	7,602.49	MVFF
FIRE PROTECTION ENGINEER	E	41	3		M	6,023.65	7,529.56	9,035.47								EGLE
FIREFIGHTER		2		VIII	FL						5,274.07	5,538.32	5,815.57	6,105.82	6,411.22	MVFF
FIREFIGHTER LEVEL 1		2	A	VIII	FL						5,401.25	5,665.49	5,942.73	6,232.99	6,538.40	MVFF
FIREFIGHTER LEVEL 2		2	B	VIII	FL						5,489.68	5,753.92	6,031.17	6,321.42	6,626.84	MVFF
FIREFIGHTER LEVEL 3		2	C	VIII	FL						5,533.90	5,798.14	6,075.41	6,365.64	6,671.06	MVFF
FIREFIGHTER LEVEL 4		2	D	VIII	FL						5,557.49	5,821.72	6,098.97	6,389.22	6,694.64	MVFF
FIREFIGHTER LEVEL 5		2	E	VIII	FL						5,651.80	5,916.04	6,193.30	6,483.56	6,788.95	MVFF
FIREFIGHTER/HAZ MAT		5		VIII	FL						5,537.79	5,815.21	6,106.34	6,411.07	6,731.77	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5	A	VIII	FL						5,664.97	5,942.39	6,233.52	6,538.23	6,858.97	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5	B	VIII	FL						5,753.40	6,030.84	6,321.95	6,626.66	6,947.39	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5	C	VIII	FL						5,797.63	6,075.04	6,366.17	6,670.87	6,991.62	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5	D	VIII	FL						5,821.21	6,098.62	6,389.75	6,694.46	7,015.18	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5	E	VIII	FL						5,915.53	6,192.95	6,484.07	6,788.79	7,109.52	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4		VIII	FL						6,144.98	6,452.01	6,774.93	7,113.88	7,468.67	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4	A	VIII	FL						6,272.16	6,579.20	6,902.12	7,241.05	7,595.85	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4	B	VIII	FL						6,360.59	6,667.64	6,990.55	7,329.49	7,684.27	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4	C	VIII	FL						6,404.81	6,711.85	7,034.78	7,373.70	7,728.49	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4	D	VIII	FL						6,428.40	6,735.42	7,058.37	7,397.28	7,752.08	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4	E	VIII	FL						6,522.70	6,829.75	7,152.66	7,491.61	7,846.38	MVFF
FIREFIGHTER/PARAMEDIC		7		VIII	FL						5,852.41	6,144.81	6,452.36	6,775.12	7,113.02	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7	A	VIII	FL						5,979.59	6,271.98	6,579.52	6,902.29	7,240.18	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7	B	VIII	FL						6,068.03	6,360.42	6,667.96	6,990.72	7,328.62	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7	C	VIII	FL						6,112.26	6,404.63	6,712.20	7,034.93	7,372.83	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7	D	VIII	FL						6,135.83	6,428.20	6,735.77	7,058.52	7,396.40	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7	E	VIII	FL						6,230.14	6,522.54	6,830.09	7,152.85	7,490.75	MVFF
FLEET AND FACILITIES MANAGER	E	25	B	III	M	5,735.33	7,169.16	8,602.99								EGLE
HAZ MAT INSPECTOR NON SAFETY		30		VIII	P	4,876.58	5,737.15	6,597.72								EGLE
HAZARDOUS MAT SPEC NON SAFETY		40	F	VIII	P	6,263.13	7,368.39	8,473.65								EGLE
HEAVY EQUIPMENT OPERATOR		18	M	6	FL						3,490.26	3,664.09	3,847.03	4,039.06	4,242.17	SEIU
HEAVY EQUIPMENT SPECIALIST		20	M	6	FL						3,665.90	3,848.81	4,042.75	4,243.94	4,456.18	SEIU
HOUSING DIRECTOR	E	0			DH				9,189.41	11,486.77	12,635.45					ESMS
HOUSING OFFICER	E	32	2		M	4,822.35	6,027.94	7,233.53								EGLE

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Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
HOUSING SPECIALIST I		24	2	P	4,205.03	4,947.09	5,689.15									EGLE
HOUSING SPECIALIST II		28	2	P	4,641.87	5,461.02	6,280.17									EGLE
HUMAN RESOURCES ANALYST I		23	2	P	4,103.38	4,827.51	5,551.64									MISC
HUMAN RESOURCES ANALYST II		27	2	P	4,529.51	5,328.84	6,128.17									MISC
HUMAN RESOURCES DIRECTOR	E	0		DH				9,189.41	11,486.77	12,635.45						ESMS
HUMAN RESOURCES MANAGER	E	42	2	M	6,175.70	7,719.63	9,263.56									MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	3,811.05	4,483.59	5,156.13									MISC
HUMAN SERVICES MANAGER	E	34A	2	M	5,066.73	6,333.41	7,600.09									EGLE
INFORMATION TECHNOLOGY MANAGER	E	42	2	M	6,174.26	7,717.82	9,261.38									EGLE
IT ANALYST I		27	2	P	4,529.51	5,328.84	6,128.17									EGLE
IT ANALYST II	E	31	2	M	4,706.41	5,883.01	7,059.61									EGLE
IT ANALYST II	E	31	2	P	5,000.56	5,883.01	6,765.46									EGLE
IT APPLICATIONS MANAGER	E	39	A 2	M	5,733.73	7,167.16	8,600.59									EGLE
IT DESKTOP TECHNICIAN I		13	2	P	3,204.40	3,769.88	4,335.36									EGLE
IT DESKTOP TECHNICIAN II		17	2	P	3,538.20	4,162.59	4,786.98									EGLE
IT OPERATIONS MANAGER	E	39	A 2	M	5,733.73	7,167.16	8,600.59									EGLE
JUNIOR ENGINEER (CIVIL)		28	3	P	4,641.87	5,461.02	6,280.17									EGLE
JUNIOR PLANNER		21	2	P	3,905.92	4,595.20	5,284.48									EGLE
LEAD POLICE RECORDS SPECIALIST		3	V	FL							3,992.73	4,190.23	4,399.81	4,617.51	4,849.26	NPOA
LEAD PUBLIC SAFETY DISPATCHER		18	A II	P	4,977.79	5,856.22	6,734.65									SEIU
LEAD SECURITY SERVICES GUARD		7	M 6	FL							2,664.47	2,799.28	2,935.90	3,081.78	3,233.23	SEIU
LEGAL SECRETARY		18	A 2	P	3,627.60	4,267.76	4,907.92									MISC
LIBRARIAN I		15	4	P	3,367.11	3,961.31	4,555.51									EGLE
LIBRARIAN II		19	4	P	3,717.76	4,373.83	5,029.90									EGLE
LIBRARY ASSISTANT I		6	4	FL							2,609.78	2,739.66	2,876.79	3,021.28	3,173.08	EGLE
LIBRARY ASSISTANT II		10	4	FL							2,880.45	3,024.96	3,176.75	3,334.03	3,502.30	EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22	4	P	4,002.94	4,709.34	5,415.74									EGLE
LIBRARY DIRECTOR	E	0		DH				9,189.41	11,486.77	12,635.45						ESMS
LIBRARY MANAGER	E	35	4	M	5,193.66	6,492.07	7,790.48									EGLE
LIBRARY TECHNICIAN		1	4	FL							2,306.20	2,421.41	2,543.98	2,670.15	2,803.66	EGLE
MANAGEMENT FELLOW		18	2	P	3,626.76	4,266.78	4,906.80									EGLE
MAYOR				COUNCIL		790.25										COUN
OFFICE ASSISTANT		7	C 5	FL							2,676.28	2,807.96	2,950.66	3,097.00	3,252.51	SEIU
OFFICE ASSISTANT-CONF		7	5	FL							2,676.28	2,807.96	2,950.66	3,097.00	3,252.51	MISC
OFFICE OF EMER SVCS COORD.		40	F VIII	P	6,263.13	7,368.39	8,473.65									EGLE
PARALEGAL		19	2	P	3,717.76	4,373.83	5,029.90									MISC
PARKS & OPEN SPACE MANAGER	E	38	2	M	5,593.42	6,991.78	8,390.14									EGLE
PARKS & OPEN SPACE WORKER I		3	M 6	FL							2,417.06	2,538.92	2,662.64	2,793.74	2,934.04	SEIU
PARKS & OPEN SPACE WORKER II		7	M 6	FL							2,664.47	2,799.28	2,935.90	3,081.78	3,233.23	SEIU
PARKS MAINTENANCE WORKER I		10	M 6	FL							2,864.68	3,007.36	3,157.39	3,316.51	3,481.13	SEIU
PARKS MAINTENANCE WORKER II		14	M 6	FL							3,161.03	3,320.18	3,484.81	3,660.41	3,843.35	SEIU
PARKS MAINTENANCE WORKER III		18	M 6	FL							3,490.26	3,664.09	3,847.03	4,039.06	4,242.17	SEIU
PARKS SUPERVISOR		19	B III	P	4,901.46	5,766.42	6,631.38									EGLE
PAYROLL ACCOUNTANT I		25	2	P	4,311.73	5,072.62	5,833.51									MISC

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PAYROLL ACCOUNTANT II		29	2	P	4,759.57	5,599.49	6,439.41									MISC
PAYROLL TECHNICIAN		18	2	P	3,627.60	4,267.76	4,907.92									MISC
PERFORMING ARTS ASSISTANT		14	A 4	FL							3,180.38	3,339.51	3,505.93	3,683.34	3,864.42	EGLE
PERFORMING ARTS COORDINATOR		20	4	P	3,810.17	4,482.55	5,154.93									EGLE
PERFORMING ARTS MANAGER	E	38	2	M	5,593.42	6,991.78	8,390.14									EGLE
PERFORMING ARTS SUPERVISOR	E	26	4	M	4,158.13	5,197.66	6,237.19									EGLE
PERMIT CENTER COORDINATOR		33	C 3	P	5,247.81	6,173.89	7,099.97									SEIU
PERMIT TECHNICIAN		18	C 3	FL							3,512.24	3,687.84	3,870.78	4,064.68	4,267.76	SEIU
PLAN CHECK ENGINEER	E	34	2	M	5,066.73	6,333.41	7,600.09									EGLE
PLAN CHECK EXAMINER		30	3	P	4,876.58	5,737.15	6,597.72									EGLE
PLANNING BOARD CLERK		18	C 2	P	3,627.60	4,267.76	4,907.92									SEIU
PLANNING MANAGER	E	41	2	M	6,023.65	7,529.56	9,035.47									EGLE
POLICE ASSISTANT III-UNIFORMED		10	A 5	FL							2,939.61	3,085.47	3,238.74	3,397.54	3,567.47	NPOA
POLICE ASSISTANT II-UNIFORMED		6	A 5	FL							2,664.47	2,799.28	2,935.90	3,081.78	3,233.23	NPOA
POLICE ASSISTANT I-UNIFORMED		2	C 5	FL							2,417.06	2,538.92	2,662.64	2,793.74	2,934.04	NPOA
POLICE CAPTAIN	E	2	VII	M	9,116.34	11,395.42	13,674.50									PMGR
POLICE CAPTAIN-TIER 2	E	2	VII	M	9,116.34	11,395.42	12,443.80									PMGR
POLICE CHIEF	E	1		DH				11,205.10	14,006.38	15,407.02						DHPO
POLICE LIEUTENANT	E	1	VII	M	7,927.60	9,909.50	11,891.40									PMGR
POLICE LIEUTENANT-TIER 2	E	1	VII	M	7,927.60	9,909.50	11,059.00									PMGR
POLICE MEDIA/COMM REL ANALYST	E	32	2	M	4,822.35	6,027.94	7,233.53									EGLE
POLICE OFFICER		1	VII	FL							5,503.69	5,776.54	6,067.55	6,367.58	6,683.39	POA
POLICE OFFICER TRAINEE		5	V	FL							4,971.65					NPOA
POLICE RECORDS SPECIALIST		1	V	FL							3,569.46	3,744.79	3,932.23	4,125.75	4,331.35	NPOA
POLICE RECORDS SUPERVISOR		26	2	P	4,487.27	5,279.14	6,071.01									NPOA
POLICE SERGEANT		3	VII	FL							6,681.11	7,012.69	7,362.31	7,729.99	8,113.41	POA
POSTCLOSURE ENV SYSTEMS SPEC		26	M 6	FL							4,251.27	4,465.31	4,688.50	4,922.61	5,167.78	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	M 6	FL							3,490.26	3,664.09	3,847.03	4,039.06	4,242.17	SEIU
POSTCLOSURE SUPERVISOR		19	B III	P	4,901.46	5,766.42	6,631.38									EGLE
PRINCIPAL CIVIL ENGINEER	E	44	3	M	6,486.09	8,107.61	9,729.13									EGLE
PRINCIPAL FINANCIAL ANALYST	E	35	2	M	5,194.87	6,493.59	7,792.31									MISC
PRINCIPAL FIRE PROT ENGINEER	E	43	2	M	6,327.88	7,909.85	9,491.82									EGLE
PRINCIPAL IT ANALYST	E	37	2	M	5,455.90	6,819.87	8,183.84									EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34	2	M	5,067.90	6,334.87	7,601.84									MISC
PRINCIPAL PLANNER	E	36	2	M	5,324.20	6,655.25	7,986.30									EGLE
PRINCIPAL PROJECT MANAGER	E	44	3	M	6,486.09	8,107.61	9,729.13									EGLE
PROGRAM ASSISTANT		16	C 5	FL							3,340.28	3,508.59	3,684.19	3,868.98	4,061.04	SEIU
PROJECT MANAGER	E	36	2	M	5,324.20	6,655.25	7,986.30									EGLE
PROPERTY & EVIDENCE SPECIALIST		2	A V	P	3,944.84	4,640.99	5,337.14									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25	2	P	4,310.73	5,071.45	5,832.17									EGLE
PUBLIC SAFETY DISP COORDINATOR		33	C 3	P	5,247.81	6,173.89	7,099.97									SEIU
PUBLIC SAFETY DISPATCHER I		12	A II	FL							4,067.67	4,270.05	4,484.82	4,707.77	4,943.18	SEIU
PUBLIC SAFETY DISPATCHER II		15	A II	FL							4,536.39	4,763.54	5,000.96	5,250.81	5,513.08	SEIU
PUBLIC SAFETY DISPATCHER III		16	A III	FL							4,989.19	5,238.63	5,500.57	5,775.58	6,064.36	SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PUBLIC SAFETY SUPPORT SRVS MGR	E	39	2	M	5,732.41	7,165.51	8,598.61									EGLE
PUBLIC SERVICES TECHNICIAN		10	M	6	FL						2,864.68	3,007.36	3,157.39	3,316.51	3,481.13	SEIU
PUBLIC SERVICES TRAINEE		10	M	6	FL						2,864.68	3,007.36	3,157.39	3,316.51	3,481.13	SEIU
PUBLIC WORKS DIRECTOR	E	0		DH				9,189.41	11,486.77	12,635.45						ESMS
PUBLIC WORKS INSPECTOR I		25	3	FL							4,172.64	4,381.19	4,600.66	4,831.15	5,072.62	SEIU
PUBLIC WORKS INSPECTOR II		29	3	FL							4,606.18	4,836.69	5,078.10	5,332.40	5,597.64	SEIU
PURCH & SUPPORT SRVCS MGR	E	41	2	M	6,023.65	7,529.56	9,035.47									EGLE
REAL PROPERTY PROGRAM ADMIN.	E	38	3	M	5,593.42	6,991.78	8,390.14									EGLE
RECREATION COORDINATOR		16	4	P	3,451.07	4,060.08	4,669.09									EGLE
RECREATION LEADER II		2	A	IV	FL						1,914.84	2,009.94	2,110.49	2,216.62	2,326.33	EGLE
RECREATION MANAGER	E	38	2	M	5,593.42	6,991.78	8,390.14									EGLE
RECREATION SPECIALIST		7	B	IV	FL						2,443.38	2,565.91	2,693.94	2,827.45	2,970.09	EGLE
RECREATION SUPERVISOR	E	30	4	M	4,589.72	5,737.15	6,884.58									EGLE
RENT STABILIZATION MANAGER	E	43	2	M	6,327.88	7,909.85	9,491.82									EGLE
RISK MANAGER	E	40	2	M	5,875.77	7,344.71	8,813.65									EGLE
SAFETY & TRAINING ADMINISTRATR		19	B	III	P	4,901.46	5,766.42	6,631.38								EGLE
SENIOR ACCOUNTANT	E	31	2	M	4,706.41	5,883.01	7,059.61									EGLE
SENIOR ADMINISTRATIVE ASSIST		15	C	5	FL						3,259.81	3,424.42	3,594.58	3,773.86	3,962.25	SEIU
SENIOR ASSISTANT CITY ATTORNEY	E	51	2	M	7,710.42	9,638.02	11,565.62									MISC
SENIOR BUILDING INSPECTOR		33	C	3	P	5,247.81	6,173.89	7,099.97								SEIU
SENIOR CIVIL ENGINEER	E	40	3	M	5,875.77	7,344.71	8,813.65									EGLE
SENIOR CODE ENF OFFICER		29	3	P	4,757.99	5,597.64	6,437.29									SEIU
SENIOR DEPUTY CITY ATTORNEY	E	41	2	M	6,024.10	7,530.12	9,036.14									MISC
SENIOR FINANCIAL ANALYST-CONF	E	31	2	M	4,706.41	5,883.01	7,059.61									MISC
SENIOR HAZ MAT SPECIALIST - NS		42	F	VIII	P	6,580.21	7,741.42	8,902.63								EGLE
SENIOR HOUSING OFFICER	E	34	2	M	5,066.73	6,333.41	7,600.09									EGLE
SENIOR IT ANALYST	E	35	2	M	5,193.66	6,492.07	7,790.48									EGLE
SENIOR IT DESKTOP TECHNICIAN		21	2	P	3,905.92	4,595.20	5,284.48									EGLE
SENIOR LIBRARIAN		23	4	P	4,088.59	4,810.11	5,531.63									EGLE
SENIOR LIBRARY ASSISTANT		14	A	4	FL						3,180.38	3,339.51	3,505.93	3,683.34	3,864.42	EGLE
SENIOR MANAGEMENT ANALYST	E	31	2	M	4,706.41	5,883.01	7,059.61									EGLE
SENIOR MANAGEMENT ANALYST-CONF	E	31	2	M	4,706.41	5,883.01	7,059.61									MISC
SENIOR OUTREACH COORDINATOR		20	4	P	3,810.17	4,482.55	5,154.93									EGLE
SENIOR PAYROLL ACCOUNTANT	E	33	2	M	4,944.97	6,181.21	7,417.45									MISC
SENIOR PERMIT TECHNICIAN		23	3	FL							3,971.42	4,170.79	4,379.32	4,598.86	4,827.51	SEIU
SENIOR PLANNER	E	33	2	M	4,943.80	6,179.75	7,415.70									EGLE
SENIOR PROJECT MANAGER	E	40	2	M	5,875.77	7,344.71	8,813.65									EGLE
SENIOR PUBLIC WORKS INSPECTOR		33	C	3	P	5,247.81	6,173.89	7,099.97								SEIU
SENIOR RECREATION COORDINATOR		20	4	P	3,810.17	4,482.55	5,154.93									EGLE
SENIOR STAGEHAND		3	4	FL							2,423.27	2,543.98	2,671.98	2,805.50	2,946.30	EGLE
SENIOR SYSTEMS SPECIALIST	E	37	2	M	5,455.90	6,819.87	8,183.84									EGLE
SENIOR TICKET SERVICES REP		1	4	FL							2,306.20	2,421.41	2,543.98	2,670.15	2,803.66	EGLE
SENIOR UTILITIES SYS TECH.		23	M	6	FL						3,948.78	4,145.71	4,353.79	4,571.32	4,800.08	SEIU
SENIOR WATER SYSTEM OPERATOR		26	M	6	FL						4,251.27	4,465.31	4,688.50	4,922.61	5,167.78	SEIU

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
SHORELINE MANAGER	E	38	2	M	5,593.42	6,991.78	8,390.14									EGLE
SOLID WASTE PROGRAM MANAGER	E	25	A II	M	5,536.38	6,920.47	8,304.56									EGLE
SR HUMAN RESOURCES ANALYST	E	31	2	M	4,706.41	5,883.01	7,059.61									MISC
SR POSTCLOSURE ENV SYS TECH		22	M 6	FL							3,852.48	4,044.59	4,247.60	4,459.83	4,683.00	SEIU
STREET & LANDFILL CLOSURE MNGR	E	26	B III	M	5,948.95	7,436.19	8,923.43									EGLE
STREET LIGHTING TECHNICIAN		18	M 6	FL							3,490.26	3,664.09	3,847.03	4,039.06	4,242.17	SEIU
STREET MAINTENANCE WORKER I		10	M 6	FL							2,864.68	3,007.36	3,157.39	3,316.51	3,481.13	SEIU
STREET MAINTENANCE WORKER II		14	M 6	FL							3,161.03	3,320.18	3,484.81	3,660.41	3,843.35	SEIU
STREET MAINTENANCE WORKER III		19	M 6	FL							3,576.26	3,755.54	3,943.96	4,141.55	4,348.19	SEIU
STREET SUPERVISOR		19	B III	P	4,901.46	5,766.42	6,631.38									EGLE
STREETSWEEPER OPERATOR		16	M 6	FL							3,322.01	3,488.48	3,662.24	3,845.15	4,037.25	SEIU
SUPERVISING BUYER		28	2	P	4,641.87	5,461.02	6,280.17									EGLE
SUPERVISING PRKS & OPN SP WRKR		11	M 4	FL							2,936.02	3,082.35	3,236.04	3,398.80	3,568.96	SEIU
SUSTAINABILITY PROGRAM MANAGER	E	34	2	M	5,066.73	6,333.41	7,600.09									EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12	A II	P	3,667.17	4,314.32	4,961.47									EGLE
SYSTEMS SPECIALIST		28	2	P	4,641.87	5,461.02	6,280.17									EGLE
TRAFFIC ENGINEER	E	45	3	M	6,648.25	8,310.31	9,972.37									EGLE
TRANSPORTATION MANAGER	E	44	2	M	6,486.09	8,107.61	9,729.13									EGLE
TRANSPORTATION PLANNER	E	40	3	M	5,875.77	7,344.71	8,813.65									EGLE
TREE TRIMMER I		12	M 6	FL							3,009.22	3,159.22	3,318.37	3,482.99	3,658.60	SEIU
TREE TRIMMER II		16	M 6	FL							3,322.01	3,488.48	3,662.24	3,845.15	4,037.25	SEIU
TREE TRIMMER III		20	M 6	FL							3,665.90	3,848.81	4,042.75	4,243.94	4,456.18	SEIU
URBAN FOREST COORDINATOR		16	2	P	3,451.07	4,060.08	4,669.09									EGLE
URBAN FOREST MANAGER	E	38	2	M	5,593.42	6,991.78	8,390.14									EGLE
URBAN FOREST SUPERVISOR		20	B III	P	5,081.79	5,978.58	6,875.37									EGLE
UTILITIES ELECTRICIAN		27	M 6	FL							4,357.56	4,576.94	4,805.71	5,045.67	5,296.98	SEIU
UTILITIES INSPECTOR LOCATOR		20	M 6	FL							3,665.90	3,848.81	4,042.75	4,243.94	4,456.18	SEIU
UTILITIES SERVICES MANAGER	E	42	3	M	6,174.26	7,717.82	9,261.38									EGLE
UTILITIES SYSTEMS SPECIALIST		27	M 6	FL							4,357.56	4,576.94	4,805.71	5,045.67	5,296.98	SEIU
UTILITIES SYSTEMS SUPERVISOR		20	A III	P	5,023.99	5,910.58	6,797.17									EGLE
UTILITIES SYSTEMS TECHNICIAN		19	M 6	FL							3,576.26	3,755.54	3,943.96	4,141.55	4,348.19	SEIU
WAREHOUSE WORKER		10	M 6	FL							2,864.68	3,007.36	3,157.39	3,316.51	3,481.13	SEIU
WASTEWATER SUPERVISOR		20	A III	P	5,023.99	5,910.58	6,797.17									EGLE
WASTEWATER UTILITY WORKER I		13	M 6	FL							3,084.45	3,238.21	3,401.34	3,570.05	3,750.07	SEIU
WASTEWATER UTILITY WORKER II		17	M 6	FL							3,404.35	3,574.45	3,753.71	3,942.13	4,137.88	SEIU
WASTEWATER UTILITY WORKER III		21	M 6	FL							3,757.53	3,945.05	4,143.81	4,350.07	4,567.58	SEIU
WATER OPERATIONS SPECIALIST		27	M 6	FL							4,357.56	4,576.94	4,805.71	5,045.67	5,296.98	SEIU
WATER QUALITY TECHNICIAN		26	M 6	FL							4,251.27	4,465.31	4,688.50	4,922.61	5,167.78	SEIU
WATER RESOURCE MANAGER	E	34	2	M	5,066.73	6,333.41	7,600.09									EGLE
WATER SUPERINTENDENT	E	22	A III	M	5,272.86	6,591.07	7,909.28									EGLE
WATER SUPERVISOR		20	A III	P	5,023.99	5,910.58	6,797.17									EGLE
WATER SYSTEM OPERATOR		22	M 6	FL							3,852.48	4,044.59	4,247.60	4,459.83	4,683.00	SEIU
WATER UTILITY WORKER I		13	M 6	FL							3,084.45	3,238.21	3,401.34	3,570.05	3,750.07	SEIU
WATER UTILITY WORKER II		17	M 6	FL							3,404.35	3,574.45	3,753.71	3,942.13	4,137.88	SEIU

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY											Barg. Unit	
					Control Point			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step		
					Min	Cntl. Pt.	Max*	Min	Std.	Max**							
WATER UTILITY WORKER III		21	M	6	FL							3,757.53	3,945.05	4,143.81	4,350.07	4,567.58	SEIU
WEBSITE COORDINATOR		31		2	P	5,000.56	5,883.01	6,765.46									MISC
WILDLIFE PRESERVATION COORD		16		4	P	3,451.07	4,060.08	4,669.09									EGL

*Most employees will earn salaries within 10% of the control point. In situations of exceptional performance, the City Manager may authorize salaries of up to 115% of control point for professional employees and 120% of control point for management employees.

**Most department heads will earn salaries within the minimum and standard range. In situations of exceptional performance, the City Manager may authorize salaries up to 110% of the standard salary.

***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	6/22/2025	6/24/2025	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	6/22/2025	9/23/2025	Performing Arts Assistant Salary Grade Update
Revision No. 2	6/22/2025	9/23/2025	City Attorney, City Clerk and City Manager merit increase adjustments