

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		08	C	5	FL							2,663.28	2,794.32	2,936.35	3,081.97	3,236.73	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							2,936.35	3,083.80	3,240.32	3,402.34	3,571.66	SEIU
ACCOUNT CLERK II-CONF.		12		5	FL							2,936.33	3,083.79	3,240.32	3,402.34	3,571.66	MISC
ACCOUNTANT I		23	A	2	P	3,983.87	4,686.90	5,389.94									EGLE
ACCOUNTANT II		27		2	P	4,397.59	5,173.63	5,949.67									EGLE
ACCOUNTING MANAGER	E	40		2	M	5,705.95	7,132.44	8,558.93									MISC
ACCOUNTING TECHNICIAN		16	C	2	FL							3,242.99	3,406.40	3,576.88	3,756.29	3,942.76	SEIU
ADMINISTRATIVE AIDE		19		2	P	3,609.47	4,246.44	4,883.41									EGLE
ADMINISTRATIVE ASSISTANT		11	C	5	FL							2,864.72	3,008.57	3,161.29	3,319.36	3,484.55	SEIU
ADMINISTRATIVE ASSISTANT-CONF		11		5	FL							2,864.72	3,008.57	3,161.29	3,319.36	3,484.55	MISC
ADVANCED PLANNING MANAGER	E	41		2	M	5,848.20	7,310.25	8,772.30									EGLE
AFFORDABLE HOUSING MANAGER	E	43		2	M	6,143.58	7,679.47	9,215.36									EGLE
ANALYST I		23	A	2	P	3,983.87	4,686.90	5,389.94									EGLE
ANALYST I-CONF		23		2	P	3,983.87	4,686.90	5,389.94									MISC
ANALYST II		27		2	P	4,397.59	5,173.63	5,949.67									EGLE
ANALYST II-CONF		27		2	P	4,397.59	5,173.63	5,949.67									MISC
ASSISTANT BUILDING INSPECTOR		23		3	FL							3,855.75	4,049.31	4,251.77	4,464.91	4,686.90	SEIU
ASSISTANT BUYER		20		2	FL							3,579.59	3,758.93	3,947.15	4,144.25	4,351.99	EGLE
ASSISTANT CITY ATTORNEY	E	47		2	M	6,782.96	8,478.70	10,174.44									MISC
ASSISTANT CITY CLERK	E	31		2	M	4,569.33	5,711.66	6,853.99									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	6,616.60	8,270.75	9,924.90									EGLE
ASSISTANT ENGINEER (CIVIL)		32		3	P	4,974.51	5,852.37	6,730.23									EGLE
ASSISTANT IT DIRECTOR	E	46		2	M	6,616.60	8,270.75	9,924.90									EGLE
ASSISTANT LIBRARY DIRECTOR		46		4	M	6,616.60	8,270.75	9,924.90									EGLE
ASSISTANT PLANNER		25		2	P	4,185.18	4,923.74	5,662.30									EGLE
ASSISTANT PROJECT MANAGER	E	32		2	M	4,681.90	5,852.37	7,022.84									EGLE
ASSISTANT PUBLIC WORKS DIR.	E	51		3	M	7,485.85	9,357.31	11,228.77									EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A	II	M	5,575.26	6,969.07	8,362.88									MISC
ASSOCIATE ENGINEER (CIVIL)		36		3	P	5,492.20	6,461.41	7,430.62									EGLE
ASSOCIATE PLANNER		29		2	P	4,619.87	5,435.14	6,250.41									EGLE
ASST COMMUNITY DEVELOPMENT DIR	E	46		2	M	6,616.60	8,270.75	9,924.90									EGLE
ASST FINANCE & ADM SVCS DIR	E	48		2	M	6,952.06	8,690.07	10,428.08									MISC
BATTALION CHIEF	E	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							4,051.11	4,253.58	4,466.66	4,690.44	4,924.87	SEIU
BUILDING INSPECTOR II		29		3	FL							4,472.02	4,695.82	4,930.19	5,177.09	5,434.60	SEIU
BUYER		24		2	FL							3,951.46	4,149.04	4,356.47	4,574.29	4,803.00	EGLE
CHIEF BLDG OFFICIAL	E	44		3	M	6,297.18	7,871.47	9,445.76									EGLE
CHIEF COMMUNICATIONS OFFICER	E	46		2	M	6,618.14	8,272.68	9,927.22									MISC
CHIEF SUSTAIN & RSLNCE OFFICER	E	46		2	M	6,616.60	8,270.75	9,924.90									EGLE
CIO/INFORMATION TECHNOLOGY DIR	E	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*	Min	Std.	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							3,855.75	4,049.31	4,251.77	4,464.91	4,686.90	SEIU
CODE ENFORCEMENT OFFICER II		27	3	FL							4,257.14	4,468.44	4,692.26	4,926.65	5,173.53	SEIU
COMMUNICATION COORDINATOR		31	2	P	4,854.91	5,711.66	6,568.41									EGLE
COMMUNITY DEVELOPMENT DIRECTOR	E 00			DH				8,921.76	11,152.20	12,267.42						ESMS
COMMUNITY OUTREACH SPECIALIST		07	B								2,372.21	2,491.17	2,615.48	2,745.10	2,883.58	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	4,619.87	5,435.14	6,250.41									EGLE
COPY CENTER TECHNICIAN		10	5	FL							2,796.55	2,936.85	3,084.22	3,236.92	3,400.29	EGLE
COUNCILMEMBER				COUNCIL		621.61										COUN
CRIME ANALYST		27	2	P	4,397.59	5,173.63	5,949.67									EGLE
CROSS CONNECTION CONTROL SPEC		19	M	6	FL						3,472.10	3,646.16	3,829.09	4,020.92	4,221.54	SEIU
CUSTOMER SERVICE SUPERVISOR		22	2	P	3,886.34	4,572.17	5,258.00									EGLE
CUSTOMER SVC. REPRESENTATIVE		05	C	5	FL						2,470.43	2,592.97	2,722.64	2,859.39	3,001.47	SEIU
DEP PUB WRKS DIR/AST CTY ENG	E 48		3	M	6,958.22	8,697.78	10,437.34									EGLE
DEPUTY BUILDING OFFICIAL	E 36		2	M	5,169.13	6,461.41	7,753.69									EGLE
DEPUTY CITY ATTORNEY	E 37		2	M	5,298.21	6,622.76	7,947.31									MISC
DEPUTY CITY CLERK		22	2	P	3,886.34	4,572.17	5,258.00									EGLE
DEPUTY CITY MANAGER	E 46		2	M	6,618.14	8,272.68	9,927.22									MISC
DEPUTY COMMUNICATIONS OFFICER	E 34		2	M	4,920.29	6,150.36	7,380.43									MISC
DEPUTY FIRE CHIEF	E 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	5,169.13	6,461.41	7,753.69									EGLE
DEV SRVCS COORD		33	C	3	P	5,094.96	5,994.07	6,893.18								SEIU
DOCUMENT PROC. TECHNICIAN I		10		5	FL						2,796.55	2,936.85	3,084.22	3,236.92	3,400.29	EGLE
DOCUMENT PROC. TECHNICIAN II		14		5	FL						3,085.96	3,240.50	3,403.82	3,572.49	3,751.86	EGLE
DOCUMENT PROC. TECHNICIAN III		18		5	FL						3,407.35	3,577.85	3,757.21	3,945.39	4,142.50	EGLE
DOCUMENT PROCESSING SUPERVISOR		22		2	P	3,887.27	4,573.26	5,259.25								MISC
ECONOMIC DEVELPMNT STRATEGIST	E 33		2	M	4,799.81	5,999.76	7,199.71									EGLE
ECONOMIC VITALITY MANAGER	E 43		2	M	6,143.58	7,679.47	9,215.36									EGLE
EMERGENCY COMMUNICATIONS MGR		39		2	M	5,565.45	6,956.81	8,348.17								EGLE
ENGINEERING ASSISTANT I		16		3	FL						3,239.44	3,401.09	3,571.54	3,750.94	3,937.41	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						3,576.88	3,756.29	3,944.52	4,141.64	4,347.69	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						3,953.42	4,150.56	4,358.35	4,576.80	4,804.13	SEIU
ENVIR & SAFETY PROTECTION INSP		14		III	P	4,242.01	4,990.60	5,739.19								SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	5,094.96	5,994.07	6,893.18								SEIU
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	4,758.70	5,598.47	6,438.24								EGLE

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
EQUIPMENT MECHANIC I	16	M	6	FL							3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
EQUIPMENT MECHANIC II	20	M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
EQUIPMENT MECHANIC III	24	M	6	FL							3,928.55	4,125.69	4,331.70	4,548.40	4,775.71	SEIU
EQUIPMENT SERVICE WORKER	10	M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
EXECUTIVE ASSISTANT	18	C	2	P	3,521.94	4,143.46	4,764.98									SEIU
EXECUTIVE ASST. TO THE CA	22		2	P	3,887.27	4,573.26	5,259.25									MISC
EXECUTIVE ASST. TO THE CM	22		2	P	3,887.27	4,573.26	5,259.25									MISC
FACILITIES CONTRACT COORDINATR	26		2	P	4,289.33	5,046.27	5,803.21									EGLE
FACILITIES MAINT. SUPERVISOR	19	B	III	P	4,758.70	5,598.47	6,438.24									EGLE
FACILITIES MAINTENANCE I	12	M	6	FL							2,921.57	3,067.20	3,221.72	3,381.54	3,552.04	SEIU
FACILITIES MAINTENANCE II	16	M	6	FL							3,225.25	3,386.87	3,555.57	3,733.16	3,919.66	SEIU
FACILITIES MAINTENANCE III	20	M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
FACILITIES PROJECT MANAGER	E 36		2	M	5,169.13	6,461.41	7,753.69									EGLE
FINANCE AND ADMIN SVCS DIR	E 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	3,983.87	4,686.90	5,389.94									EGLE
FINANCIAL ANALYST I - CONF	23		2	P	3,983.87	4,686.90	5,389.94									MISC
FINANCIAL ANALYST II	27		2	P	4,397.59	5,173.63	5,949.67									EGLE
FINANCIAL ANALYST II - CONF	27		2	P	4,397.59	5,173.63	5,949.67									MISC
FIRE CAPTAIN	12		VIII	FL							6,492.18	6,818.13	7,157.16	7,515.90	7,892.12	MVFF
FIRE CAPTAIN/HAZ MAT	15		VIII	FL							6,816.76	7,159.03	7,514.97	7,891.65	8,286.67	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1	15	A	VIII	FL							6,915.96	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-LEVEL 1	11	A	VIII	FL							6,299.39	6,609.72	6,932.52	7,274.09	7,632.32	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 2	11	B	VIII	FL							6,384.43	6,694.75	7,017.56	7,359.12	7,717.35	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 3	11	C	VIII	FL							6,426.94	6,737.27	7,060.08	7,401.65	7,759.87	MVFF
FIRE ENGINEER/PARAMEDIC-LEVEL 4	11	D	VIII	FL							6,449.62	6,759.94	7,082.74	7,424.33	7,782.55	MVFF

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					Control Point			Min	Std.	Max**								
					Min	Cntl. Pt.	Max*											
FIRE ENGINEER/PARAMEDIC-LEVEL 5		11	E	VIII	FL													
FIRE ENGINEER/PMEDIC/HM		08		VIII	FL													
FIRE ENGINEER/PMEDIC/HM-LVL 1		08	A	VIII	FL													
FIRE ENGINEER/PMEDIC/HM-LVL 2		08	B	VIII	FL													
FIRE ENGINEER/PMEDIC/HM-LVL 3		08	C	VIII	FL													
FIRE ENGINEER/PMEDIC/HM-LVL 4		08	D	VIII	FL													
FIRE ENGINEER/PMEDIC/HM-LVL 5		08	E	VIII	FL													
FIRE ENGINEER-LEVEL 1		06	A	VIII	FL													
FIRE ENGINEER-LEVEL 2		06	B	VIII	FL													
FIRE ENGINEER-LEVEL 3		06	C	VIII	FL													
FIRE ENGINEER-LEVEL 4		06	D	VIII	FL													
FIRE ENGINEER-LEVEL 5		06	E	VIII	FL													
FIRE MARSHAL NON-SAFETY	E	51		VIII	M	7,485.85	9,357.31	11,228.77										EGLE
FIRE PREVENTION OFFICER I		01		VIII	FL													
FIRE PREVENTION OFFICER II		03		VIII	FL													
FIRE PREVENTION OFFICER III		10		VIII	FL													
FIRE PROTECTION ENGINEER	E	41		3	M	5,848.20	7,310.25	8,772.30										EGLE
FIREFIGHTER		02		VIII	FL													
FIREFIGHTER LEVEL 1		02	A	VIII	FL													
FIREFIGHTER LEVEL 2		02	B	VIII	FL													
FIREFIGHTER LEVEL 3		02	C	VIII	FL													
FIREFIGHTER LEVEL 4		02	D	VIII	FL													
FIREFIGHTER LEVEL 5		02	E	VIII	FL													
FIREFIGHTER/HAZ MAT		05		VIII	FL													
FIREFIGHTER/HAZ MAT-LVL 1		05	A	VIII	FL													
FIREFIGHTER/HAZ MAT-LVL 2		05	B	VIII	FL													
FIREFIGHTER/HAZ MAT-LVL 3		05	C	VIII	FL													
FIREFIGHTER/HAZ MAT-LVL 4		05	D	VIII	FL													
FIREFIGHTER/HAZ MAT-LVL 5		05	E	VIII	FL													
FIREFIGHTER/MEDIC/HAZMAT		04		VIII	FL													
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		04	A	VIII	FL													
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		04	B	VIII	FL													
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		04	C	VIII	FL													
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		04	D	VIII	FL													
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		04	E	VIII	FL													
FIREFIGHTER/PARAMEDIC		07		VIII	FL													
FIREFIGHTER/PARAMEDIC-LVL 1		07	A	VIII	FL													
FIREFIGHTER/PARAMEDIC-LVL 2		07	B	VIII	FL													
FIREFIGHTER/PARAMEDIC-LVL 3		07	C	VIII	FL													
FIREFIGHTER/PARAMEDIC-LVL 4		07	D	VIII	FL													
FIREFIGHTER/PARAMEDIC-LVL 5		07	E	VIII	FL													
FLEET AND FACILITIES MANAGER	E	25	B	III	M	5,568.28	6,960.35	8,352.42										EGLE
HAZ MAT INSPECTOR NON SAFETY		30		VIII	P	4,734.54	5,570.05	6,405.56										EGLE
HAZARDOUS MAT SPEC NON SAFETY		40	A	VIII	P	6,080.71	7,153.78	8,226.85										EGLE

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					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
HEAVY EQUIPMENT OPERATOR	18	M	6	FL							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	SEIU
HEAVY EQUIPMENT SPECIALIST	20	M	6	FL							3,559.13	3,736.71	3,925.00	4,120.33	4,326.39	SEIU
HOUSING DIRECTOR	E 00			DH				8,921.76	11,152.20	12,267.42						ESMS
HOUSING OFFICER	E 32		2	M	4,681.90	5,852.37	7,022.84									EGLE
HOUSING SPECIALIST I	24		2	P	4,082.55	4,803.00	5,523.45									EGLE
HOUSING SPECIALIST II	28		2	P	4,506.67	5,301.96	6,097.25									EGLE
HUMAN RESOURCES ANALYST I	23		2	P	3,983.87	4,686.90	5,389.94									MISC
HUMAN RESOURCES ANALYST II	27		2	P	4,397.59	5,173.63	5,949.67									MISC
HUMAN RESOURCES DIRECTOR	E 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	A	2	M	4,920.29	6,150.36	7,380.43									EGLE
INFORMATION TECHNOLOGY MANAGER	E 42		2	M	5,994.42	7,493.03	8,991.64									EGLE
IT ANALYST I	27		2	P	4,397.59	5,173.63	5,949.67									EGLE
IT ANALYST II	E 31		2	M	4,569.33	5,711.66	6,853.99									EGLE
IT APPLICATIONS MANAGER	E 39	A	2	M	5,566.73	6,958.41	8,350.09									EGLE
IT DESKTOP TECHNICIAN I	13		2	P	3,111.07	3,660.08	4,209.09									EGLE
IT DESKTOP TECHNICIAN II	17		2	P	3,435.15	4,041.35	4,647.55									EGLE
IT OPERATIONS MANAGER	E 39	A	2	M	5,566.73	6,958.41	8,350.09									EGLE
JUNIOR ENGINEER (CIVIL)	28		3	P	4,506.67	5,301.96	6,097.25									EGLE
JUNIOR PLANNER	21		2	P	3,792.16	4,461.36	5,130.56									EGLE
LEAD POLICE RECORDS SPECIALIST	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	4,832.80	5,685.65	6,538.50									SEIU
LEAD SECURITY SERVICES GUARD	07	M	6	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	SEIU
LEGAL SECRETARY	18	A	2	P	3,521.94	4,143.46	4,764.98									MISC
LIBRARIAN I	15		4	P	3,269.04	3,845.93	4,422.82									EGLE
LIBRARIAN II	19		4	P	3,609.47	4,246.44	4,883.41									EGLE
LIBRARY ASSISTANT I	06		4	FL							2,533.77	2,659.86	2,793.00	2,933.28	3,080.66	EGLE
LIBRARY ASSISTANT II	10		4	FL							2,796.55	2,936.85	3,084.22	3,236.92	3,400.29	EGLE
LIBRARY CUSTOMER SERVICE SUPRV	22		4	P	3,886.34	4,572.17	5,258.00									EGLE
LIBRARY DIRECTOR	E 00			DH				8,921.76	11,152.20	12,267.42						ESMS
LIBRARY MANAGER	E 35		4	M	5,042.38	6,302.98	7,563.58									EGLE
LIBRARY TECHNICIAN	01		4	FL							2,239.03	2,350.88	2,469.88	2,592.38	2,722.00	EGLE
MANAGEMENT FELLOW	18		2	P	3,521.13	4,142.50	4,763.88									EGLE
MAYOR				COUNCIL		777.06										COUN
OFFICE ASSISTANT	07	C	5	FL							2,598.33	2,726.17	2,864.72	3,006.80	3,157.78	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	6,080.71	7,153.78	8,226.85									EGLE
PARALEGAL	19		2	P	3,609.47	4,246.44	4,883.41									MISC
PARKS & OPEN SPACE MANAGER	E 38		2	M	5,430.51	6,788.14	8,145.77									EGLE
PARKS & OPEN SPACE WORKER I	03	M	6	FL							2,346.66	2,464.97	2,585.09	2,712.37	2,848.58	SEIU
PARKS & OPEN SPACE WORKER II	07	M	6	FL							2,586.86	2,717.75	2,850.39	2,992.02	3,139.06	SEIU
PARKS MAINTENANCE WORKER I	10	M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PARKS MAINTENANCE WORKER II	14	M	6	FL							3,068.96	3,223.48	3,383.31	3,553.80	3,731.41	SEIU

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 MAINTENANCE WORKER III	18	M	6	FL							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	SEIU
PARKS SUPERVISOR	19	B	III	P	4,758.70	5,598.47	6,438.24									EGLE
PAYROLL ACCOUNTANT I	25		2	P	4,186.14	4,924.87	5,663.60									MISC
PAYROLL ACCOUNTANT II	29		2	P	4,620.94	5,436.40	6,251.86									MISC
PAYROLL TECHNICIAN	18		2	P	3,521.94	4,143.46	4,764.98									MISC
PERFORMING ARTS ASSISTANT	11	A	4	FL							2,867.59	3,009.68	3,160.56	3,318.59	3,485.54	EGLE
PERFORMING ARTS COORDINATOR	20		4	P	3,699.19	4,351.99	5,004.79									EGLE
PERFORMING ARTS MANAGER	E 38		2	M	5,430.51	6,788.14	8,145.77									EGLE
PERFORMING ARTS SUPERVISOR	E 26		4	M	4,037.02	5,046.27	6,055.52									EGLE
PERMIT TECHNICIAN	18	C	3	FL							3,409.94	3,580.43	3,758.04	3,946.29	4,143.46	SEIU
PLAN CHECK ENGINEER	E 34		2	M	4,919.15	6,148.94	7,378.73									EGLE
PLAN CHECK EXAMINER	30		3	P	4,734.54	5,570.05	6,405.56									EGLE
PLANNING BOARD CLERK	18	C	2	P	3,521.94	4,143.46	4,764.98									SEIU
POLICE ASSISTANT III-UNIFORMED	10	A	5	FL							2,853.99	2,995.60	3,144.41	3,298.58	3,463.56	NPOA
POLICE ASSISTANT II-UNIFORMED	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	4,854.91	5,711.66	6,568.41									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							4,127.45	4,335.25	4,551.94	4,779.23	5,017.26	SEIU
POSTCLOSURE ENV SYSTEMS TECH	18	M	6	FL							3,388.60	3,557.37	3,734.98	3,921.42	4,118.61	SEIU
POSTCLOSURE SUPERVISOR	19	B	III	P	4,758.70	5,598.47	6,438.24									EGLE
PRINCIPAL CIVIL ENGINEER	E 44		3	M	6,297.18	7,871.47	9,445.76									EGLE
PRINCIPAL FINANCIAL ANALYST	E 35		2	M	5,043.57	6,304.46	7,565.35									MISC
PRINCIPAL FIRE PROT ENGINEER	E 43		2	M	6,143.58	7,679.47	9,215.36									EGLE
PRINCIPAL IT ANALYST	E 37		2	M	5,296.98	6,621.23	7,945.48									EGLE
PRINCIPAL MANAGEMENT ANALYST	E 34		2	M	4,920.29	6,150.36	7,380.43									MISC
PRINCIPAL PLANNER	E 36		2	M	5,169.13	6,461.41	7,753.69									EGLE
PRINCIPAL PROJECT MANAGER	E 44		3	M	6,297.18	7,871.47	9,445.76									EGLE
PROGRAM ASSISTANT	16	C	5	FL							3,242.99	3,406.40	3,576.88	3,756.29	3,942.76	SEIU
PROJECT MANAGER	E 36		2	M	5,169.13	6,461.41	7,753.69									EGLE
PROPERTY & EVIDENCE SPECIALIST	02	A	V	P	3,829.95	4,505.82	5,181.69									NPOA
PUBLIC EDUC/FIRE SAFETY SPEC	25		2	P	4,185.18	4,923.74	5,662.30									EGLE
PUBLIC SAFETY DISP COORDINATOR	33	C	3	P	5,094.96	5,994.07	6,893.18									SEIU
PUBLIC SAFETY DISPATCHER I	12	A	II	FL							3,949.19	4,145.68	4,354.19	4,570.65	4,799.20	SEIU
PUBLIC SAFETY DISPATCHER II	15	A	II	FL							4,404.26	4,624.80	4,855.30	5,097.87	5,352.50	SEIU

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2024-25
Revision No. 2

Effective June 23, 2024

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
PUBLIC SAFETY DISPATCHER III	16	A	III	FL							4,843.87	5,086.05	5,340.36	5,607.36	5,887.73	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E 39		2	M	5,565.45	6,956.81	8,348.17									EGLE
PUBLIC SERVICES TECHNICIAN	10	M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PUBLIC SERVICES TRAINEE	10	M	6	FL							2,781.24	2,919.77	3,065.43	3,219.91	3,379.74	SEIU
PUBLIC WORKS DIRECTOR	E 00			DH				8,921.76	11,152.20	12,267.42						ESMS
PUBLIC WORKS INSPECTOR I	25		3	FL							4,051.11	4,253.58	4,466.66	4,690.44	4,924.87	SEIU
PUBLIC WORKS INSPECTOR II	29		3	FL							4,472.02	4,695.82	4,930.19	5,177.09	5,434.60	SEIU
PURCH & SUPPORT SRVCS MGR	E 41		2	M	5,848.20	7,310.25	8,772.30									EGLE
REAL PROPERTY PROGRAM ADMIN.	E 38		3	M	5,430.51	6,788.14	8,145.77									EGLE
RECREATION COORDINATOR	16		4	P	3,350.56	3,941.83	4,533.10									EGLE
RECREATION LEADER II	02	A	IV	FL							1,859.07	1,951.40	2,049.02	2,152.06	2,258.57	EGLE
RECREATION MANAGER	E 38		2	M	5,430.51	6,788.14	8,145.77									EGLE
RECREATION SPECIALIST	07	B	IV	FL							2,372.21	2,491.17	2,615.48	2,745.10	2,883.58	EGLE
RECREATION SUPERVISOR	E 30		4	M	4,456.04	5,570.05	6,684.06									EGLE
RENT STABILIZATION MANAGER	E 43		2	M	6,143.58	7,679.47	9,215.36									EGLE
RISK MANAGER	E 40		2	M	5,704.63	7,130.79	8,556.95									EGLE
SAFETY & TRAINING ADMINISTRATR	19	B	III	P	4,758.70	5,598.47	6,438.24									EGLE
SENIOR ACCOUNTANT	E 31		2	M	4,569.33	5,711.66	6,853.99									EGLE
SENIOR ADMINISTRATIVE ASSIST	15	C	5	FL							3,164.86	3,324.68	3,489.88	3,663.94	3,846.84	SEIU
SENIOR ASSISTANT CITY ATTORNEY	E 51		2	M	7,485.84	9,357.30	11,228.76									MISC
SENIOR BUILDING INSPECTOR	33	C	3	P	5,094.96	5,994.07	6,893.18									SEIU
SENIOR CIVIL ENGINEER	E 40		3	M	5,704.63	7,130.79	8,556.95									EGLE
SENIOR CODE ENF OFFICER	29		3	P	4,619.41	5,434.60	6,249.79									SEIU
SENIOR DEPUTY CITY ATTORNEY	E 41		2	M	5,848.64	7,310.80	8,772.96									MISC
SENIOR FINANCIAL ANALYST-CONF	E 31		2	M	4,569.33	5,711.66	6,853.99									MISC
SENIOR HAZ MAT SPECIALIST - NS	42	A	VIII	P	6,388.55	7,515.94	8,643.33									EGLE
SENIOR HOUSING OFFICER	E 34		2	M	4,919.15	6,148.94	7,378.73									EGLE
SENIOR IT ANALYST	E 35		2	M	5,042.38	6,302.98	7,563.58									EGLE
SENIOR IT DESKTOP TECHNICIAN	21		2	P	3,792.16	4,461.36	5,130.56									EGLE
SENIOR LIBRARIAN	23		4	P	3,969.51	4,670.01	5,370.51									EGLE
SENIOR LIBRARY ASSISTANT	14	A	4	FL							3,087.75	3,242.24	3,403.82	3,576.06	3,751.86	EGLE
SENIOR MANAGEMENT ANALYST	E 31		2	M	4,569.33	5,711.66	6,853.99									EGLE
SENIOR MANAGEMENT ANALYST-CONF	E 31		2	M	4,569.33	5,711.66	6,853.99									MISC
SENIOR OUTREACH COORDINATOR	20		4	P	3,699.19	4,351.99	5,004.79									EGLE
SENIOR PAYROLL ACCOUNTANT	E 33		2	M	4,800.94	6,001.17	7,201.40									MISC
SENIOR PERMIT TECHNICIAN	23		3	FL							3,855.75	4,049.31	4,251.77	4,464.91	4,686.90	SEIU
SENIOR PLANNER	E 33		2	M	4,799.81	5,999.76	7,199.71									EGLE
SENIOR PROJECT MANAGER	E 40		2	M	5,704.63	7,130.79	8,556.95									EGLE
SENIOR PUBLIC WORKS INSPECTOR	33	C	3	P	5,094.96	5,994.07	6,893.18									SEIU
SENIOR RECREATION COORDINATOR	20		4	P	3,699.19	4,351.99	5,004.79									EGLE
SENIOR STAGEHAND	03		4	FL							2,352.69	2,469.88	2,594.16	2,723.79	2,860.49	EGLE
SENIOR SYSTEMS SPECIALIST	E 37		2	M	5,296.98	6,621.23	7,945.48									EGLE
SENIOR TICKET SERVICES REP	01		4	FL							2,239.03	2,350.88	2,469.88	2,592.38	2,722.00	EGLE
SENIOR UTILITIES SYS TECH.	23	M	6	FL							3,833.77	4,024.96	4,226.98	4,438.17	4,660.27	SEIU

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													
SHORELINE MANAGER	E	38		2	M	5,430.51	6,788.14	8,145.77										EGLE
SOLID WASTE PROGRAM MANAGER	E	25	A	II	M	5,375.12	6,718.90	8,062.68										EGLE
SR HUMAN RESOURCES ANALYST	E	31		2	M	4,569.33	5,711.66	6,853.99										MISC
SR POSTCLOSURE ENV SYS TECH		22	M	6	FL						3,740.27	3,926.79	4,123.88	4,329.93	4,546.60		SEIU	
STREET & LANDFILL CLOSURE MNGR	E	26	B	III	M	5,775.68	7,219.60	8,663.52										EGLE
STREET LIGHTING TECHNICIAN		18	M	6	FL						3,388.60	3,557.37	3,734.98	3,921.42	4,118.61		SEIU	
STREET MAINTENANCE WORKER I		10	M	6	FL						2,781.24	2,919.77	3,065.43	3,219.91	3,379.74		SEIU	
STREET MAINTENANCE WORKER II		14	M	6	FL						3,068.96	3,223.48	3,383.31	3,553.80	3,731.41		SEIU	
STREET MAINTENANCE WORKER III		19	M	6	FL						3,472.10	3,646.16	3,829.09	4,020.92	4,221.54		SEIU	
STREET SUPERVISOR		19	B	III	P	4,758.70	5,598.47	6,438.24										EGLE
STREETSWEeper OPERATOR		16	M	6	FL						3,225.25	3,386.87	3,555.57	3,733.16	3,919.66		SEIU	
SUPERVISING BUYER		28		2	P	4,506.67	5,301.96	6,097.25										EGLE
SUPERVISING PRKS & OPN SP WRKR		11	M	4	FL						2,850.50	2,992.57	3,141.79	3,299.81	3,465.01		SEIU	
SUSTAINABILITY PROGRAM MANAGER	E	34		2	M	4,919.15	6,148.94	7,378.73										EGLE
SYSTEMS COORDINATOR/TECHNICIAN		12	A	II	P	3,560.36	4,188.66	4,816.96										EGLE
SYSTEMS SPECIALIST		28		2	P	4,506.67	5,301.96	6,097.25										EGLE
TRAFFIC ENGINEER	E	45		3	M	6,454.61	8,068.26	9,681.91										EGLE
TRAINING OFFICER I		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	6,297.18	7,871.47	9,445.76										EGLE
TRANSPORTATION PLANNER	E	40		3	M	5,704.63	7,130.79	8,556.95										EGLE
TREE TRIMMER I		12	M	6	FL						2,921.57	3,067.20	3,221.72	3,381.54	3,552.04		SEIU	
TREE TRIMMER II		16	M	6	FL						3,225.25	3,386.87	3,555.57	3,733.16	3,919.66		SEIU	
TREE TRIMMER III		20	M	6	FL						3,559.13	3,736.71	3,925.00	4,120.33	4,326.39		SEIU	
URBAN FOREST COORDINATOR		16		2	P	3,350.56	3,941.83	4,533.10										EGLE
URBAN FOREST MANAGER	E	38		2	M	5,430.51	6,788.14	8,145.77										EGLE
URBAN FOREST SUPERVISOR		20	B	III	P	4,933.78	5,804.45	6,675.12										EGLE
UTILITIES ELECTRICIAN		27	M	6	FL						4,230.64	4,443.63	4,665.74	4,898.71	5,142.70		SEIU	
UTILITIES INSPECTOR LOCATOR		20	M	6	FL						3,559.13	3,736.71	3,925.00	4,120.33	4,326.39		SEIU	
UTILITIES SERVICES MANAGER	E	42		3	M	5,994.42	7,493.03	8,991.64										EGLE
UTILITIES SYSTEMS SPECIALIST		27	M	6	FL						4,230.64	4,443.63	4,665.74	4,898.71	5,142.70		SEIU	
UTILITIES SYSTEMS SUPERVISOR		20	A	III	P	4,877.67	5,738.43	6,599.19										EGLE
UTILITIES SYSTEMS TECHNICIAN		19	M	6	FL						3,472.10	3,646.16	3,829.09	4,020.92	4,221.54		SEIU	
WAREHOUSE WORKER		10	M	6	FL						2,781.24	2,919.77	3,065.43	3,219.91	3,379.74		SEIU	
WASTEWATER SUPERVISOR		20	A	III	P	4,877.67	5,738.43	6,599.19										EGLE
WASTEWATER UTILITY WORKER I		13	M	6	FL						2,994.61	3,143.89	3,302.27	3,466.07	3,640.84		SEIU	
WASTEWATER UTILITY WORKER II		17	M	6	FL						3,305.19	3,470.34	3,644.38	3,827.31	4,017.36		SEIU	
WASTEWATER UTILITY WORKER III		21	M	6	FL						3,648.09	3,830.15	4,023.12	4,223.37	4,434.54		SEIU	
WATER OPERATIONS SPECIALIST		27	M	6	FL						4,230.64	4,443.63	4,665.74	4,898.71	5,142.70		SEIU	
WATER QUALITY TECHNICIAN		26	M	6	FL						4,127.45	4,335.25	4,551.94	4,779.23	5,017.26		SEIU	
WATER RESOURCE MANAGER	E	34		2	M	4,919.15	6,148.94	7,378.73										EGLE
WATER RESOURCES TECHNICIAN		19	M	6	FL						3,472.10	3,646.16	3,829.09	4,020.92	4,221.54		SEIU	
WATER SUPERINTENDENT	E	22	A	III	M	5,119.28	6,399.10	7,678.92										EGLE
WATER SUPERVISOR		20	A	III	P	4,877.67	5,738.43	6,599.19										EGLE

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
WATER SYSTEM OPERATOR		22	M	6	FL						3,740.27	3,926.79	4,123.88	4,329.93	4,546.60	SEIU
WATER UTILITY WORKER I		13	M	6	FL						2,994.61	3,143.89	3,302.27	3,466.07	3,640.84	SEIU
WATER UTILITY WORKER II		17	M	6	FL						3,305.19	3,470.34	3,644.38	3,827.31	4,017.36	SEIU
WATER UTILITY WORKER III		21	M	6	FL						3,648.09	3,830.15	4,023.12	4,223.37	4,434.54	SEIU
WEBSITE COORDINATOR		31		2	P	4,854.91	5,711.66	6,568.41								MISC
WILDLIFE PRESERVATION COORD		16		4	P	3,350.56	3,941.83	4,533.10								EGLE

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

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

***Councilmember and Mayor salary is determined by City of Mountain View Charter, Section 503 - Compensation.

****Employees appointed after June 21, 2015, will be appointed to the Tier 2 position. For Battalion Chief and Police Lieutenant, the top end of the salary range is 7% below that of the regular positions. For Police Captain, the top end of the salary range is 9% below that of the regular position.

Update:	Revision Effective Date	City Council Approval Date	Notes:
New FY Salary Plan Effective Date	06/23/2024	06/25/2024	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/23/2024	06/25/2024	EAGLES MOU adoption salary adjustments
Revision No. 2	06/23/2024	06/25/2024	SEIU MOU adoption salary adjustments