



DATE: November 16, 2021

CATEGORY: Consent

DEPT.: City Manager's Office,
Finance and Administrative Services

TITLE: **Fiscal Year 2021-22 Budget Update**

RECOMMENDATION

1. Receive the Fiscal Year 2021-22 Budget Update.
2. Approve a new limited-period Human Resources Analyst position for the remainder of Fiscal Year 2021-22.
3. Approve the reclassification of the Chief Sustainability and Resiliency Officer position.
4. Adopt a Resolution of the City Council of the City of Mountain View Amending the Salary Plan for Regular Employees for Fiscal Year 2021-22, to be read in title only, further reading waived (Attachment 1 to the Council report).

BACKGROUND

Due to the continuing uncertainty surrounding the COVID-19 pandemic, staff is providing this Budget Update to keep Council informed of any significant changes or fluctuations in the City's financial situation since the Fiscal Year 2021-22 budget was adopted in June 2021. This report contains first-quarter updates for the following major funds: General Operating Fund (GOF); Development Services Fund; Shoreline Golf Links/Michaels at Shoreline Restaurant Fund; Shoreline Regional Park Community Fund; and the Water, Wastewater, and Solid Waste Management Enterprise Funds.

The GOF is the single largest City fund and provides funding for core services, including Police, Fire, Parks, Recreation, Library, Planning, Public Works, and all City administration functions. The City's financial health, and the GOF in particular, are shaped in large part by positive and negative economic forces. Many of the City's revenues are driven by the economic climate of Silicon Valley, the greater Bay Area, and the State.

The City declared a local emergency on March 12, 2020, and a Countywide Shelter-in-Place Order began on March 17, 2020. A Statewide Shelter-in-Place Order began on March 19, 2020. As a result of increased vaccinations and lower positive case rates, most State restrictions were lifted in mid-June 2021, and the economy began to reopen. Shortly after, a new variant was discovered, and breakthrough positive cases began to rise. Although the State was cautious on reissuing Shelter-in-Place Orders, certain restrictions, such as mask wearing and social distancing, were reinstated.

The economic impacts of COVID-19 have been significant, but the economy is slowly showing signs of improvement. However, as with most local governments, the City has experienced a loss in revenue since the pandemic began. Most notable is the loss of Transient Occupancy Tax (TOT) revenue, which was \$5.1 million lower in Fiscal Year 2020-21 compared to Fiscal Year 2018-19, the last full year prior to the pandemic. Sales Tax and Service Charge revenues were also hit hard with some stores closed, the Center for the Performing Arts closed, and Recreation classes, camps, and rentals canceled. Despite the revenue losses, the City's budget was able to remain balanced, primarily due to expenditure savings. The Fiscal Year 2020-21 external annual audit of the City's financial transactions for all funds is substantially complete, and the Annual Comprehensive Financial Report (ACFR) is scheduled to be reviewed and accepted by the City Council on December 7, 2021. Additional details will be provided once the audit is completed and the full report is ready for acceptance by Council.

ANALYSIS

Fiscal Year 2021-22 First Quarter Budget Status

Although projections assumed that most of the general public would be vaccinated by fall 2021, there is still a significant amount of uncertainty as to how long it will take the economy to fully recover from the pandemic. As staff continually monitors GOF revenues and expenditures throughout the fiscal year, estimates for the first quarter are difficult to project due to the timing of when revenues are received. For example, the first Property Tax payment from the County was not received until November 2021, first-quarter TOT remittances were not due until October 31, 2021, and Business License Taxes are not due until January 2022. For these reasons, first-quarter results are compared against an Estimated Budget for the first quarter in order to analyze if revenues are coming in as expected. For this update, staff used best estimates and will continue to modify assumptions over the next several months as additional information becomes available.

Additional information on the City’s financial status will be available after the first half of the fiscal year when staff will provide another update with the midyear budget report in February 2022.

Definitions

The following definitions are used to describe amounts in this section of the report.

2021-22 Adopted Annual Budget or Adopted Budget represents the budget adopted by the City Council on June 22, 2021.

2021-22 Estimated Q1 Budget or Estimated Q1 Budget represents the estimated budget calculated for the first quarter of the current fiscal year, which is based on the first quarter of the prior fiscal year, taking into consideration the timing of certain revenues and expenditures when possible.

2021-22 First-Quarter Actual or Q1 Actual represents actual revenues or expenditures recorded during the first quarter of the current fiscal year.

GENERAL OPERATING FUND

A review of Fiscal Year 2021-22 first-quarter actual amounts compared to Estimated Budget for the General Operating Fund follows (dollars in thousands):

	2021-22 Adopted <u>Budget</u>	2021-22 Estimated <u>Q1 Budget</u>	2021-22 Q1 <u>Actual</u>	Variance of Estimated Q1 Budget <u>to Actual</u>
Revenues	\$146,412	\$15,257	\$16,843	\$1,586
Expenditures	\$150,804*	\$32,480	\$30,200	\$2,280

* The Fiscal Year 2021-22 Adopted Budget is net of \$4.0 million of estimated budget savings.

As of the first quarter of Fiscal Year 2021-22, both revenues and expenditures are trending favorably with the Estimated Budget. Revenues are calculated with a favorable variance of \$1.6 million, mainly due to Sales Tax revenue being higher than expected for the first quarter as the economy slowly recovers. TOT, Utility Users Tax (UUT), rents and leases, and service charge revenue are also higher than expected for the first quarter, providing potential signs the economy is moving past the impacts of COVID-19. However, supplemental property taxes, interest earnings, licenses, permits and franchise fees, fines

and forfeitures, and intergovernmental revenue are all lower than expected for the first quarter.

Expenditures are \$2.3 million below the Estimated Budget for the first quarter, reflecting a \$1.4 million favorable variance in salaries and benefits, due to position vacancies, and an \$894,000 favorable variance in supplies and services. These estimates are for the first quarter only and do not necessarily represent a trend as every quarter varies.

A more detailed discussion of revenues and expenditures follows.

Revenues

A review of Fiscal Year 2021-22 first-quarter actual amounts compared to Estimated Budget for General Operating Fund revenues follows (dollars in thousands):

	2021-22 Adopted <u>Budget</u>	2021-22 Estimated <u>Q1 Budget</u>	2021-22 Q1 <u>Actual</u>	Variance of Estimated Q1 Budget <u>to Actual</u>
Revenues:				
Property Taxes	\$ 60,272	\$ 311	\$ 207	(\$ 104)
Sales Tax	18,477	1,376	2,526	1,150
Other Local Taxes	16,775	2,437	2,721	284
Use of Money and Property	23,014	7,553	7,817	264
Other Revenues	<u>27,874</u>	<u>3,580</u>	<u>3,572</u>	(8)
Total Revenues	<u>\$146,412</u>	<u>\$15,257</u>	<u>\$16,843</u>	<u>\$1,586</u>

As noted above, revenues are calculated with a favorable variance of \$1.6 million. This is primarily due to the first-quarter sales tax revenue being \$1.2 million higher than the Estimated Budget. The favorable variance is due to the City receiving more sales tax than anticipated this quarter. Staff will continue to monitor this revenue source throughout the fiscal year and will provide the City Council with an update in February 2022. Property tax revenue is lower than the Estimated Budget at this point in the fiscal year due to lower supplemental property taxes received. Other local tax revenue is higher than the Estimated Budget, primarily from higher TOT revenue than expected. Use of money and property revenue is higher than the Estimated Budget, the net effect of higher rents and leases offset by lower interest earnings.

Expenditures

A review of the Fiscal Year 2021-22 first-quarter actual amounts compared to Estimated Budget for GOF expenditures follows (dollars in thousands):

	2021-22 Adopted <u>Budget</u>	2021-22 Estimated <u>Q1 Budget</u>	2021-22 Q1 <u>Actual</u>	Variance of Estimated Q1 Budget <u>to Actual</u>
Expenditures:				
Salaries and Benefits	\$117,882	\$26,730	\$25,344	\$1,386
Supplies and Services	20,086	5,600	4,706	894
Capital Outlay/ Equipment Repl.	2,745	150	150	-0-
Interfund Expenditures and Transfers	13,091	-0-	-0-	-0-
Debt Service	<u>1,000</u>	<u>-0-</u>	<u>-0-</u>	<u>-0-</u>
Total Expenditures	<u>\$154,804</u>	<u>\$32,480</u>	<u>\$30,200</u>	<u>\$2,280</u>

As certain categories of expenditures (supplies and services, capital purchases) do not occur evenly throughout the year, it is not reasonable to assume the expenditures through the first quarter represent 25.0% of the total that will be expended by June 30, 2022. However, total expenditures appear to be trending below budget at this time.

Conclusion

In total, revenues for the first quarter are \$1.6 million higher than the Estimated Budget, and first-quarter expenditures are \$2.3 million below the Estimated Budget. Staff will continue to monitor the financial status of the GOF, and revised estimates will be prepared for the Midyear Report presented to the City Council in February.

DEVELOPMENT SERVICES FUND

A review of the Fiscal Year 2021-22 first-quarter actual amounts compared to Estimated Budget for the Development Services Fund follows (dollars in thousands):

	<u>2021-22 Adopted Budget</u>	<u>2021-22 Estimated Q1 Budget</u>	<u>2021-22 Q1 Actual</u>	<u>Variance of Estimated Q1 Budget to Actual</u>
Revenues	\$16,060	\$3,878	\$4,050	\$172
Expenditures	\$17,954	\$4,212	\$2,988	\$1,224

Actual revenue received to date is \$172,000 higher than the Estimated Budget. Revenue related to development fluctuates throughout the fiscal year, and this quarter may not necessarily be an indication of the trend for the remainder of the fiscal year.

Expenditures are \$1.2 million below the Estimated Budget, primarily due to a significant number of vacant positions during the first quarter. The Development Services Fund is structured to weather the cyclical nature of development. Revenues on development activity are collected in advance of the services provided and corresponding expenditures, and the available balance is to provide funding for a continued desired level of development services even during a revenue decline.

Conclusion

First-quarter revenues appear to be on target, and expenditures are below budget estimates. The fund is structured to weather the cyclical nature of development.

SHORELINE GOLF LINKS/MICHAELS AT SHORELINE RESTAURANT FUND

A review of the Fiscal Year 2021-22 first-quarter actual amounts compared to Estimated Budget for the Shoreline Golf Links/Michaels at Shoreline Restaurant Fund follows (dollars in thousands):

	2021-22 Adopted <u>Budget</u>	2021-22 Estimated <u>Q1 Budget</u>	2021-22 Q1 <u>Actual</u>	Variance of Estimated Q1 Budget <u>to Actual</u>
Revenues	\$3,802	\$776	\$740	(\$36)
Expenditures	\$3,643	\$919	\$887	\$32

For the first quarter, revenues and expenditures for Shoreline Golf Links and Michaels at Shoreline Restaurant are \$36,000 and \$32,000 below the Estimated Budget, respectively, essentially on target.

Conclusion

First-quarter revenues and expenditures are close to the budget estimates.

SHORELINE REGIONAL PARK COMMUNITY FUND

A review of the Fiscal Year 2021-22 first-quarter actual amounts compared to Estimated Budget for the Shoreline Regional Park Community Fund follows (dollars in thousands):

	2021-22 Adopted <u>Budget</u>	2021-22 Estimated <u>Q1 Budget</u>	2021-22 Q1 <u>Actual</u>	Variance of Estimated Q1 Budget <u>to Actual</u>
Revenues	\$50,971	\$742	\$802	\$60
Expenditures	\$47,426	\$28,580	\$28,035	\$545

Actual revenues received to date are \$60,000 higher than the Estimated Budget, primarily due to the rental activity. Property tax revenue is this fund’s major revenue source, and during the first quarter, the City only receives monthly supplemental property tax payments. The County will begin remitting secured property tax payments in November, which are expected to exceed budget based on the Certificate of Assessed Values provided by the County in August. Expenditures are \$545,000 below the Estimated Budget as a result of savings due to vacant positions as well as in supplies and services. It should be noted that development impact fees and bond proceed interest are not budgeted. Consequently, for the purposes of this report, any actual revenues received during the first quarter from these sources is offset by an equal amount in the Estimated Q1 Budget.

Conclusion

Revenues are slightly higher than the Estimated Budget and expenditures are below the Estimated Budget at this point in the fiscal year.

WATER FUND

A review of the Fiscal Year 2021-22 first-quarter actual amounts compared to Estimated Budget for the Water Fund follows (dollars in thousands):

	2021-22 Adopted <u>Budget</u>	2021-22 Estimated <u>Q1 Budget</u>	2021-22 Q1 <u>Actual</u>	Variance of Estimated Q1 Budget <u>to Actual</u>
Revenues	\$37,326	\$11,518	\$11,530	\$12
Expenditures	\$38,947	\$12,558	\$11,417	\$1,141

Fiscal Year 2021-22 first-quarter actual revenues are \$12,000 higher than the Estimated Budget. The water rate increase of 1.0% was effective as of July 1, 2021 and water usage appears to be generating water sales revenue as anticipated. There are several variables that impact water sales revenue, such as weather, amount of customers, and service utilization; therefore, this trend could change as the fiscal year progresses, especially if the ongoing Statewide drought continues to worsen. Expenditures are \$1.1 million below the Estimated Budget, primarily as a result of savings in supplies and services accounts, and a smaller amount attributable to salary and benefit savings. It should be noted that capacity and development impact fees are not budgeted. Consequently, for the purposes

of this report, any actual revenues received during the first quarter from these sources is offset by an equal amount in the Estimated Q1 Budget.

Conclusion

A rate increase of 1.0% was adopted for Fiscal Year 2021-22 effective July 1, 2021. First-quarter actual revenues are on target with the Estimated Budget and expenditures are below the Estimated Budget.

WASTEWATER FUND

A review of the Fiscal Year 2021-22 first-quarter actual amounts compared to Estimated Budget for the Wastewater Fund follows (dollars in thousands):

	2021-22 Adopted <u>Budget</u>	2021-22 Estimated <u>Q1 Budget</u>	2021-22 Q1 <u>Actual</u>	Variance of Estimated Q1 Budget <u>to Actual</u>
Revenues	\$25,916	\$7,557	\$7,639	\$82
Expenditures	\$30,138	\$11,101	\$10,223	\$878

With the adoption of the Fiscal Year 2021-22 budget, Council approved a 6.0% rate increase effective July 1, 2021. In total, revenues are \$82,000 above the Estimated Budget. Expenditures are \$878,000 lower than the Estimated Budget at this point in the fiscal year, primarily as a result of savings in supplies and services accounts and a smaller amount attributable to salary and benefit savings. It should be noted that capacity and development impact fees are not budgeted. Consequently, for the purposes of this report, any actual revenues received during the first quarter from these sources is offset by an equal amount in the Estimated Q1 Budget.

Conclusion

A rate increase of 6.0% was adopted for Fiscal Year 2021-22 effective July 1, 2021. First-quarter revenues are higher than the Estimated Budget, and expenditures are below the Estimated Budget.

SOLID WASTE MANAGEMENT FUND

A review of the Fiscal Year 2021-22 first-quarter actual amounts compared to Estimated Budget for the Solid Waste Management Fund follows (dollars in thousands):

	2021-22 Adopted Budget	2021-22 Estimated Q1 Budget	2021-22 Q1 Actual	Variance of Estimated Q1 Budget to Actual
Revenues	\$15,390	\$3,825	\$3,722	(\$103)
Expenditures	\$16,354	\$3,864	\$3,195	\$669

The amounts detailed above are exclusive of service charge revenues collected and remitted to Recology.

The trash and recycling rate increase of 4.0% for Fiscal Year 2021-22 was effective as of July 1, 2021. Overall revenues for the first quarter indicate an unfavorable variance due to lower service charge revenue received compared to the prior fiscal year. This is primarily the result of lower debris box revenue from construction activity and lower bin rental revenue from commercial business activities, primarily restaurants, because of COVID-19. Actual first-quarter expenditures are \$669,000 less than the Estimated Budget as a result of savings in supplies and services and a smaller amount attributable to salary and benefit savings.

Conclusion

A rate increase of 4.0% was adopted for Fiscal Year 2021-22 effective July 1, 2021. First-quarter actual revenues and expenditures are below the Estimated Budget.

Recommendations for Modifications to Budget

Authorize a New Limited-Period Human Resources Analyst Position for the Remainder of Fiscal Year 2021-22

Staff is requesting the addition of a limited-period Human Resources Analyst position to assist with the increasing volume of recruitment requests. This position will focus on recruitment and assist the City to fill the vacancies as quickly as possible.

The annual cost of this position is estimated at \$201,000 and is not included in the Fiscal Year 2021-22 Adopted Budget. It is estimated this new position can be filled as early as December 2021. The additional cost, estimated at \$117,000 for the remainder of the fiscal year, will be absorbed by salary savings.

Reclassify the Chief Sustainability and Resiliency Officer Position

In July 2021, the City Manager's Office initiated an external recruitment in partnership with a third-party executive recruiter for the Chief Sustainability and Resiliency Officer (CSRO) position. This new and critical position, approved by Council as part of the adoption of the Sustainability Action Plan 4, will be responsible for managing the Division and serving as the Citywide officer on Council's sustainability priorities. Through the recruitment process, the City Manager's Office thoughtfully considered the needs of the Sustainability Division and concluded that the City's intention and needs for the position were not met by the recruitment. After reevaluating how to better align the position to attract candidates with the experience and skills to achieve Council goals and the needs of the Sustainability Division, staff recommends increasing the salary range for the position. This recommendation will better position the CSRO in the recruitment market to attract experienced professionals with senior managerial responsibility to provide high-level oversight and drive strategic direction to support new interdepartmental and regional collaboration. The importance of recruiting a CSRO with the ability to partner with, and provide leadership to, the executive team will be a focus of the relaunched recruitment and is critical to the success of the City's sustainability plans and initiatives. The estimated annual cost for the reclassification is \$30,200 salary only or \$40,500 in total compensation. The increase can be absorbed in the Sustainability Action Plan budget through Fiscal Year 2023-24 and, thereafter, will be included in the annual operating budget.

Salary Plan Changes

Salary for Chief Communications Officer: The salary range adjustment for the Chief Communications Officer, effective June 27, 2021, has been approved by the City Manager to align with the recommended CSRO as a Citywide chief officer position, partnering with and providing leadership to the City's executive team. The reclassification is within the City Manager's authority provided by the City Council on December 7, 2010; however, reflecting the reclassification on the salary plan requires Council adoption of a resolution (Attachment 1). The estimated cost for the reclassification in Fiscal Year 2021-22 is \$7,000. There is anticipated salary savings in the City Manager's Office that can be used to absorb this increase for Fiscal Year 2021-22. Ongoing cost impacts will be included in the Fiscal Year 2022-23 budget. The total increase in control point for this position presented in the salary plan is estimated to be \$17,800 for salary only.

Salary for Mayor and Councilmembers: The City's Salary Plan for regular employees, exhibit to Attachment 1 to this Council report, reflects the automatic annual adjustment of 3%, effective June 27, 2021, for the Mayor and Councilmembers. The adjustments are being made in accordance with the City of Mountain View's Charter, Part 1, Article V, Section 503. The cost of living adjustments were included in the Fiscal Year 2021-22 Adopted Budget.

FISCAL IMPACT

The various fiscal impacts are identified and discussed within this Council report.

CONCLUSION

The Fiscal Year 2021-22 first-quarter results compared to the Estimated Budget indicate that the GOF is on target for the first quarter for both revenues and expenditures. It should be noted that sales tax revenue is showing signs of some recovery from the pandemic with higher revenue for the first quarter. A clearer picture of the GOF's financial position in the current and upcoming fiscal years will be presented to the City Council with the Midyear Budget Report in February 2022.

It is early in Fiscal Year 2021-22 but, at this point, revenues for the Development Services, Shoreline Golf Links/Michaels at Shoreline Restaurant, Shoreline Regional Park Community, Water, and Wastewater Funds are essentially on target. The Solid Waste Management Fund indicates revenues below the Estimated Budget. All fund expenditures are below the Estimated Budget. Staff will continue to monitor all major funds and return to the City Council with an update in the aforementioned Midyear Budget Report in February 2022.

ALTERNATIVES

1. Do not approve the recommendations.
2. Provide other direction.

PUBLIC NOTICING – Agenda posting.

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AT-GZ-SN/2/CAM
541-11-16-21CR
201403

Attachment: 1. Resolution Amending the City's Regular Salary Plan

CITY OF MOUNTAIN VIEW
RESOLUTION NO.
SERIES 2021

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOUNTAIN VIEW
AMENDING THE SALARY PLAN FOR
REGULAR EMPLOYEES FOR FISCAL YEAR 2021-22

WHEREAS, as established by the electorate on November 4, 2014, and outlined in the City of Mountain View Charter, Part 1, Article V, Section 503, the City Council shall receive automatic annual adjustments based on the lesser of the San Francisco Bay Area Consumer Price Index (CPI) for urban wage earners or the average cost-of-living adjustment granted to the miscellaneous city employee bargaining groups and not to exceed five percent (5%) per year; and

WHEREAS, the automatic annual adjustment, effective June 27, 2021, is three percent (3%); and

WHEREAS, there is a need to reclassify existing classifications; and

WHEREAS, the City Manager has recommended these changes; and

WHEREAS, these changes need to be reflected in the City's Salary Plans for regular employees and elected officials;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Mountain View that the salary plan document listed as Exhibit A is approved and adopted with changes effective June 27, 2021:

SCR/6/RESO
032-11-16-21r

Exhibit: A. Fiscal Year 2021-22 Salary Plan, Revision 3

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2021-22
Revision No. 3

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*	Min	Std.	Max**						
ACCOUNT CLERK I		7	C	5	FL						2,287.90	2,400.48	2,522.48	2,647.57	2,780.52	SEIU
ACCOUNT CLERK I - CONF		7		5	FL						2,287.90	2,400.48	2,522.48	2,647.57	2,780.52	MISC
ACCOUNT CLERK II		11	C	5	FL						2,522.48	2,649.14	2,783.61	2,922.79	3,068.25	SEIU
ACCOUNT CLERK II-CONF.		11		5	FL						2,522.48	2,649.14	2,783.61	2,922.79	3,068.25	MISC
ACCOUNTANT I		23	A	2	P	3,507.91	4,126.95	4,745.99								EGLE
ACCOUNTANT II		27		2	P	3,872.20	4,555.53	5,238.86								EGLE
ACCOUNTING MANAGER	E	39		2	M	4,901.67	6,127.09	7,352.51								MISC
ACCOUNTING TECHNICIAN		15	C	2	FL						2,786.75	2,927.49	3,072.94	3,226.21	3,387.26	SEIU
ADMINISTRATIVE AIDE		19		2	P	3,178.25	3,739.12	4,299.99								EGLE
ADVANCED PLANNING MANAGER	E	40		2	M	5,023.10	6,278.88	7,534.66								EGLE
ANALYST I		23	A	2	P	3,507.91	4,126.95	4,745.99								EGLE
ANALYST I-CONF		23		2	P	3,507.91	4,126.95	4,745.99								MISC
ANALYST II		27		2	P	3,872.20	4,555.53	5,238.86								EGLE
ANALYST II-CONF		27		2	P	3,872.20	4,555.53	5,238.86								MISC
ASSISTANT BUILDING INSPECTOR		23		3	FL						3,395.10	3,565.54	3,743.81	3,931.49	4,126.95	SEIU
ASSISTANT BUYER		20		2	FL						3,151.93	3,309.86	3,475.59	3,649.14	3,832.06	EGLE
ASSISTANT CDD/PLANNING MGR	E	46		2	M	5,826.11	7,282.64	8,739.17								EGLE
ASSISTANT CITY ATTORNEY	E	46		2	M	5,827.47	7,284.34	8,741.21								MISC
ASSISTANT CITY CLERK		27		2	P	3,872.20	4,555.53	5,238.86								EGLE
ASSISTANT CITY MANAGER	E	1			DH				6,859.30	10,010.53	11,011.58					ESMS
ASSISTANT COMM. SVCS. DIRECTOR	E	46		3	M	5,826.11	7,282.64	8,739.17								EGLE
ASSISTANT ENGINEER (CIVIL)		30		3	P	4,168.91	4,904.60	5,640.29								EGLE
ASSISTANT PLANNER		24		2	P	3,594.80	4,229.18	4,863.56								EGLE
ASSISTANT PROJECT MANAGER	E	30		2	M	3,923.68	4,904.60	5,885.52								EGLE
ASSISTANT PUBLIC WORKS DIR.	E	49		3	M	6,273.90	7,842.37	9,410.84								EGLE
ASSISTANT TO THE CITY MANAGER	E	26	A	II	M	4,909.18	6,136.48	7,363.78								MISC
ASSOCIATE ENGINEER (CIVIL)		34		3	P	4,602.17	5,414.32	6,226.47								EGLE
ASSOCIATE PLANNER		28		2	P	3,968.25	4,668.53	5,368.81								EGLE
ASST FINANCE & ADM SVCS DIR	E	47		2	M	5,972.60	7,465.75	8,958.90								MISC
BATTALION CHIEF	E	4		VIII	M	7,044.02	8,805.02	10,566.02								FMGR
BATTALION CHIEF-TIER 2	E	4		VIII	M	7,044.02	8,805.02	9,826.40								FMGR
BUILDING INSPECTOR I		25		3	FL						3,567.12	3,745.40	3,933.03	4,130.08	4,336.50	SEIU
BUILDING INSPECTOR II		29		3	FL						3,937.74	4,134.81	4,341.18	4,558.58	4,785.33	SEIU
BUSINESS DEVELPMNT SPECIALIST	E	33		2	M	4,226.38	5,282.97	6,339.56								EGLE
BUYER		24		2	FL						3,479.38	3,653.35	3,836.00	4,027.80	4,229.18	EGLE
CHIEF BLDG OFFICIAL	E	43		3	M	5,409.61	6,762.01	8,114.41								EGLE
CHIEF COMMUNICATIONS OFFICER	E	46		2	M	5,827.47	7,284.34	8,741.21								MISC
CHIEF SUSTAIN & RSLNCE OFFICER	E	46		3	M	5,826.11	7,282.64	8,739.17								EGLE
CIO/INFORMATION TECHNOLOGY DIR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
CITY ATTORNEY	E	0			DH		9,996.94									CA
CITY CLERK	E	0			DH		6,932.68									CC
CITY MANAGER	E	0			DH		13,153.13									CM
CODE ENFORCEMENT OFFICER I		23		3	FL						3,395.10	3,565.54	3,743.81	3,931.49	4,126.95	SEIU
CODE ENFORCEMENT OFFICER II		27		3	FL						3,748.53	3,934.60	4,131.68	4,338.06	4,555.45	SEIU
COMMUNICATION COORDINATOR		31		2	P	4,274.90	5,029.29	5,783.68								EGLE
COMMUNITY OUTREACH COORD		16		4	P	2,950.27	3,470.90	3,991.54								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	Cntl. Pt.	Max*									
COMMUNITY SERVICES DIRECTOR	E	0		DH				6,532.65	9,533.83	10,487.21				ESMS		
COMMUNITY SERVICES OFFICER		2	V	FL							3,113.46	3,270.29	3,432.22	3,601.10	3,778.59	NPOA
COPY CENTER TECHNICIAN		10	5	FL							2,462.45	2,585.98	2,715.75	2,850.20	2,994.06	EGLE
COUNCILMEMBER				Council		549.99										MI-CC
CRIME ANALYST		27	2	P	3,872.20	4,555.53	5,238.86									EGLE
CROSS CONNECTION CONTROL SPEC		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
CUSTOMER SVC. REPRESENTATIVE		5	C	5	FL						2,175.29	2,283.19	2,397.36	2,517.77	2,642.89	SEIU
DEP PUB WRKS DIR/ AST CTY ENG	E	46	3	M	5,826.11	7,282.64	8,739.17									EGLE
DEPUTY BUILDING OFFICIAL	E	35	2	M	4,439.97	5,549.96	6,659.95									EGLE
DEPUTY CITY ATTORNEY	E	36	2	M	4,552.62	5,690.77	6,828.92									MISC
DEPUTY CITY CLERK		22	2	P	3,422.04	4,025.93	4,629.82									EGLE
DEPUTY CITY MANAGER	E	42	2	M	5,279.51	6,599.39	7,919.27									MISC
DEPUTY FIRE CHIEF	E	6	VIII	M	7,396.23	9,245.29	11,094.35									FMGR
DEPUTY FIRE MARSHAL		13	VIII	FL							5,671.68	5,955.90	6,253.50	6,566.38	6,894.52	MVFF
DEPUTY FIRE MARSHAL-LVL 1		13	A	VIII	FL						5,758.20	6,042.42	6,340.02	6,652.90	6,981.04	MVFF
DEPUTY FIRE MARSHAL-LVL 2		13	B	VIII	FL						5,832.36	6,116.58	6,414.18	6,727.06	7,055.20	MVFF
DEPUTY FIRE MARSHAL-LVL 3		13	C	VIII	FL						5,869.44	6,153.67	6,451.27	6,764.14	7,092.29	MVFF
DEPUTY FIRE MARSHAL-LVL 4		13	D	VIII	FL						5,889.22	6,173.44	6,471.05	6,783.92	7,112.06	MVFF
DEPUTY FIRE MARSHAL-LVL 5		13	E	VIII	FL						5,968.31	6,252.54	6,550.14	6,863.01	7,191.16	MVFF
DEPUTY POLICE CHIEF	E	2	VII	M	7,644.95	9,556.19	11,467.43									PMGR
DEPUTY ZONING ADMINISTRATOR	E	35	2	M	4,439.97	5,549.96	6,659.95									EGLE
DEV SRVCS COORD		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
DIGITAL ENGAGMNT MRKTING STRTGS	E	34	2	M	4,332.46	5,415.58	6,498.70									MISC
DOCUMENT PROC. TECHNICIAN I		10	5	FL							2,462.45	2,585.98	2,715.75	2,850.20	2,994.06	EGLE
DOCUMENT PROC. TECHNICIAN II		14	5	FL							2,717.28	2,853.36	2,997.16	3,145.69	3,303.63	EGLE
DOCUMENT PROC. TECHNICIAN III		18	5	FL							3,000.28	3,150.40	3,308.33	3,474.03	3,647.59	EGLE
DOCUMENT PROCESSING SUPERVISOR		22	2	P	3,422.87	4,026.90	4,630.94									MISC
ECONOMIC VITALITY MANAGER	E	43	2	M	5,409.61	6,762.01	8,114.41									EGLE
EMERGENCY COMMUNICATIONS MGR		39	2	M	4,900.54	6,125.68	7,350.82									EGLE
ENGINEERING ASSISTANT I		16	3	FL							2,852.43	2,994.76	3,144.85	3,302.81	3,467.01	SEIU
ENGINEERING ASSISTANT II		20	C	3	FL						3,149.55	3,307.52	3,473.27	3,646.84	3,828.27	SEIU
ENGINEERING ASSISTANT III		24	C	3	FL						3,481.10	3,654.69	3,837.66	4,030.01	4,230.18	SEIU
ENVIR & SAFETY PROTECTION INSP		14	III	P	3,735.21	4,394.37	5,053.53									SEIU
ENVIRONMENTAL SAFETY COORD.		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
ENVIRONMENTAL SUSTAIN. COORD.	E	31	2	M	4,023.43	5,029.29	6,035.15									EGLE
EQUIPMENT MAINT. SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
EQUIPMENT MECHANIC I		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
EQUIPMENT MECHANIC II		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
EQUIPMENT MECHANIC III		24	M	6	FL						3,459.20	3,632.79	3,814.19	4,005.00	4,205.15	SEIU
EQUIPMENT SERVICE WORKER		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
EXECUTIVE ASSISTANT		18	C	2	P	3,101.18	3,648.45	4,195.72								SEIU
EXECUTIVE ASSISTANT - EAGLE		18	A	2	P	3,100.45	3,647.59	4,194.73								EGLE
EXECUTIVE ASST. TO THE CA		22	2	P	3,422.87	4,026.90	4,630.94									MISC
EXECUTIVE ASST. TO THE CM		22	2	P	3,422.87	4,026.90	4,630.94									MISC
FACILITIES CONTRACT COORDINATR		26	2	P	3,776.88	4,443.39	5,109.90									EGLE
FACILITIES MAINT. SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								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**						
FACILITIES MAINTENANCE I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
FACILITIES MAINTENANCE II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
FACILITIES MAINTENANCE III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
FACILITIES PROJECT MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
FINANCE AND ADMIN SVCS DIR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
FINANCIAL ANALYST I - CONF		23		2	P	3,507.91	4,126.95	4,745.99								MISC
FINANCIAL ANALYST II - CONF		27		2	P	3,872.20	4,555.53	5,238.86								MISC
FIRE CAPTAIN		12		VIII	FL						5,662.11	5,946.39	6,242.07	6,554.94	6,883.06	MVFF
FIRE CAPTAIN/HAZ MAT		15		VIII	FL						5,945.19	6,243.70	6,554.13	6,882.66	7,227.17	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 1		15	A	VIII	FL						6,031.71	6,330.22	6,640.65	6,969.18	7,313.69	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 2		15	B	VIII	FL						6,105.87	6,404.38	6,714.81	7,043.34	7,387.85	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 3		15	C	VIII	FL						6,142.96	6,441.46	6,751.89	7,080.42	7,424.94	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 4		15	D	VIII	FL						6,162.73	6,461.23	6,771.66	7,100.19	7,444.72	MVFF
FIRE CAPTAIN/HAZ MAT-LEVEL 5		15	E	VIII	FL						6,241.83	6,540.32	6,850.77	7,179.29	7,523.81	MVFF
FIRE CAPTAIN-LEVEL 1		12	A	VIII	FL						5,748.63	6,032.91	6,328.59	6,641.46	6,969.58	MVFF
FIRE CAPTAIN-LEVEL 2		12	B	VIII	FL						5,822.79	6,107.07	6,402.75	6,715.62	7,043.74	MVFF
FIRE CAPTAIN-LEVEL 3		12	C	VIII	FL						5,859.88	6,144.15	6,439.83	6,752.70	7,080.83	MVFF
FIRE CAPTAIN-LEVEL 4		12	D	VIII	FL						5,879.64	6,163.92	6,459.60	6,772.48	7,100.60	MVFF
FIRE CAPTAIN-LEVEL 5		12	E	VIII	FL						5,958.75	6,243.02	6,538.70	6,851.58	7,179.70	MVFF
FIRE CHIEF	E	1			DH				7,665.70	11,186.42	12,305.06					DHFI
FIRE ENGINEER		6		VIII	FL						4,853.32	5,094.92	5,350.97	5,618.00	5,899.58	MVFF
FIRE ENGINEER/HAZ MAT		9		VIII	FL						5,095.99	5,349.60	5,618.52	5,898.88	6,194.53	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 1		9	A	VIII	FL						5,182.51	5,436.12	5,705.04	5,985.40	6,281.05	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 2		9	B	VIII	FL						5,256.67	5,510.28	5,779.20	6,059.56	6,355.21	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 3		9	C	VIII	FL						5,293.76	5,547.37	5,816.29	6,096.65	6,392.30	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 4		9	D	VIII	FL						5,313.52	5,567.14	5,836.06	6,116.43	6,412.08	MVFF
FIRE ENGINEER/HAZ MAT-LEVEL 5		9	E	VIII	FL						5,392.63	5,646.24	5,915.16	6,195.52	6,491.17	MVFF
FIRE ENGINEER/PARAMEDIC		11		VIII	FL						5,387.33	5,657.98	5,939.51	6,237.40	6,549.83	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 1		11	A	VIII	FL						5,473.85	5,744.50	6,026.03	6,323.92	6,636.35	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 2		11	B	VIII	FL						5,548.01	5,818.66	6,100.19	6,398.08	6,710.51	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 3		11	C	VIII	FL						5,585.09	5,855.74	6,137.27	6,435.17	6,747.59	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 4		11	D	VIII	FL						5,604.87	5,875.51	6,157.04	6,454.95	6,767.37	MVFF
FIRE ENGINEER/PARAMEDIC-LEVL 5		11	E	VIII	FL						5,683.97	5,954.61	6,236.15	6,534.04	6,846.47	MVFF
FIRE ENGINEER/PMEDIC/HM		8		VIII	FL						5,658.00	5,940.90	6,237.94	6,549.83	6,877.33	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 1		8	A	VIII	FL						5,744.52	6,027.42	6,324.46	6,636.35	6,963.85	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 2		8	B	VIII	FL						5,818.68	6,101.58	6,398.62	6,710.51	7,038.01	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 3		8	C	VIII	FL						5,855.76	6,138.67	6,435.71	6,747.59	7,075.09	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 4		8	D	VIII	FL						5,875.53	6,158.43	6,455.48	6,767.37	7,094.87	MVFF
FIRE ENGINEER/PMEDIC/HM-LVL 5		8	E	VIII	FL						5,954.63	6,237.54	6,534.58	6,846.47	7,173.97	MVFF
FIRE ENGINEER-LEVEL 1		6	A	VIII	FL						4,939.84	5,181.44	5,437.49	5,704.52	5,986.10	MVFF
FIRE ENGINEER-LEVEL 2		6	B	VIII	FL						5,014.00	5,255.60	5,511.65	5,778.68	6,060.26	MVFF
FIRE ENGINEER-LEVEL 3		6	C	VIII	FL						5,051.08	5,292.69	5,548.74	5,815.77	6,097.34	MVFF
FIRE ENGINEER-LEVEL 4		6	D	VIII	FL						5,070.85	5,312.45	5,568.52	5,835.55	6,117.12	MVFF
FIRE ENGINEER-LEVEL 5		6	E	VIII	FL						5,149.96	5,391.56	5,647.61	5,914.64	6,196.21	MVFF
FIRE MARSHAL NON-SAFETY	E	51		VIII	M	6,591.51	8,239.39	9,887.27								EGLE
FIRE PREVENTION OFFICER I		1		VIII	FL						4,299.33	4,515.47	4,740.72	4,976.86	5,225.68	MVFF

Position	FL- SA	Job Grd	Job Fam	Sal Plan	BI-WEEKLY SALARY			Dept. Head Salary Range			1st Step	2nd Step	3rd Step	4th Step	5th Step	Barg. Unit
					Control Point			Min	Std.	Max**						
					Min	Cntl. Pt.	Max*									
FIRE PREVENTION OFFICER II		3	VIII	FL							4,511.87	4,737.07	4,975.03	5,222.05	5,483.58	MVFF
FIRE PREVENTION OFFICER III		10	VIII	FL							5,245.65	5,507.23	5,783.34	6,072.10	6,375.45	MVFF
FIRE PROTECTION ENGINEER	E	41	3	M	5,149.52	6,436.90	7,724.28									EGLE
FIREFIGHTER		2	VIII	FL							4,422.83	4,644.43	4,876.93	5,120.34	5,376.45	MVFF
FIREFIGHTER LEVEL 1		2	A VIII	FL							4,509.36	4,730.95	4,963.45	5,206.86	5,462.97	MVFF
FIREFIGHTER LEVEL 2		2	B VIII	FL							4,583.51	4,805.11	5,037.61	5,281.02	5,537.13	MVFF
FIREFIGHTER LEVEL 3		2	C VIII	FL							4,620.60	4,842.19	5,074.70	5,318.10	5,574.22	MVFF
FIREFIGHTER LEVEL 4		2	D VIII	FL							4,640.38	4,861.97	5,094.46	5,337.87	5,593.99	MVFF
FIREFIGHTER LEVEL 5		2	E VIII	FL							4,719.47	4,941.07	5,173.57	5,416.98	5,673.09	MVFF
FIREFIGHTER/HAZ MAT		5	VIII	FL							4,643.99	4,876.64	5,120.78	5,376.31	5,645.27	MVFF
FIREFIGHTER/HAZ MAT-LVL 1		5	A VIII	FL							4,730.51	4,963.16	5,207.30	5,462.83	5,731.79	MVFF
FIREFIGHTER/HAZ MAT-LVL 2		5	B VIII	FL							4,804.67	5,037.32	5,281.46	5,536.99	5,805.95	MVFF
FIREFIGHTER/HAZ MAT-LVL 3		5	C VIII	FL							4,841.76	5,074.40	5,318.54	5,574.07	5,843.04	MVFF
FIREFIGHTER/HAZ MAT-LVL 4		5	D VIII	FL							4,861.54	5,094.17	5,338.31	5,593.85	5,862.80	MVFF
FIREFIGHTER/HAZ MAT-LVL 5		5	E VIII	FL							4,940.63	5,173.28	5,417.41	5,672.95	5,941.91	MVFF
FIREFIGHTER/MEDIC/HAZMAT		4	VIII	FL							5,153.18	5,410.66	5,681.46	5,965.70	6,263.22	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 1		4	A VIII	FL							5,239.70	5,497.18	5,767.98	6,052.22	6,349.74	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 2		4	B VIII	FL							5,313.86	5,571.34	5,842.14	6,126.38	6,423.90	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 3		4	C VIII	FL							5,350.94	5,608.43	5,879.23	6,163.46	6,460.98	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 4		4	D VIII	FL							5,370.72	5,628.20	5,899.01	6,183.23	6,480.76	MVFF
FIREFIGHTER/MEDIC/HAZMAT-LVL 5		4	E VIII	FL							5,449.81	5,707.30	5,978.10	6,262.33	6,559.85	MVFF
FIREFIGHTER/PARAMEDIC		7	VIII	FL							4,907.83	5,153.03	5,410.94	5,681.61	5,964.97	MVFF
FIREFIGHTER/PARAMEDIC-LVL 1		7	A VIII	FL							4,994.36	5,239.55	5,497.46	5,768.13	6,051.49	MVFF
FIREFIGHTER/PARAMEDIC-LVL 2		7	B VIII	FL							5,068.51	5,313.71	5,571.62	5,842.29	6,125.65	MVFF
FIREFIGHTER/PARAMEDIC-LVL 3		7	C VIII	FL							5,105.60	5,350.80	5,608.71	5,879.37	6,162.73	MVFF
FIREFIGHTER/PARAMEDIC-LVL 4		7	D VIII	FL							5,125.37	5,370.56	5,628.48	5,899.15	6,182.50	MVFF
FIREFIGHTER/PARAMEDIC-LVL 5		7	E VIII	FL							5,204.47	5,449.67	5,707.58	5,978.25	6,261.61	MVFF
FLEET AND FACILITIES MANAGER	E	25	B III	M	4,903.03	6,128.79	7,354.55									EGLE
FORESTRY & ROADWAY MANAGER	E	38	2	M	4,781.73	5,977.16	7,172.59									EGLE
FORESTRY COORDINATOR		16	2	P	2,950.27	3,470.90	3,991.54									EGLE
HAZARDOUS MAT SPEC NON SAFETY		40	A VIII	P	5,354.24	6,299.11	7,243.98									EGLE
HEAVY EQUIPMENT OPERATOR		17	M 6	FL							2,910.32	3,055.74	3,208.98	3,370.07	3,537.41	SEIU
HEAVY EQUIPMENT SPECIALIST		19	M 6	FL							3,057.29	3,210.55	3,371.63	3,540.54	3,717.19	SEIU
HOUSING & NEIGHBORHD SRVCS MGR	E	43	2	M	5,409.61	6,762.01	8,114.41									EGLE
HOUSING OFFICER	E	32	2	M	4,122.55	5,153.19	6,183.83									EGLE
HOUSING SPECIALIST I		24	2	P	3,594.80	4,229.18	4,863.56									EGLE
HOUSING SPECIALIST II		28	2	P	3,968.25	4,668.53	5,368.81									EGLE
HUMAN RESOURCES ANALYST I		23	2	P	3,507.91	4,126.95	4,745.99									MISC
HUMAN RESOURCES ANALYST II		27	2	P	3,872.20	4,555.53	5,238.86									MISC
HUMAN RESOURCES DIRECTOR	E	0		DH				6,532.65	9,533.83	10,487.21						ESMS
HUMAN RESOURCES MANAGER	E	42	2	M	5,279.51	6,599.39	7,919.27									MISC
HUMAN RESOURCES TECHNICIAN		20	2	P	3,258.01	3,832.95	4,407.89									MISC
HUMAN SERVICES MANAGER	E	34	2	M	4,332.46	5,415.58	6,498.70									MISC
INFORMATION TECHNOLOGY MANAGER	E	42	2	M	5,278.27	6,597.84	7,917.41									EGLE
IT ANALYST I		27	2	P	3,872.20	4,555.53	5,238.86									EGLE
IT ANALYST II	E	31	2	M	4,023.43	5,029.29	6,035.15									EGLE

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2021-22
Revision No. 3

Effective June 27, 2021

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*									
IT APPLICATIONS MANAGER	E	39	A	2	M	4,901.67	6,127.09	7,352.51								EGLE
IT DESKTOP TECHNICIAN I		13		2	P	2,739.39	3,222.81	3,706.23								EGLE
IT DESKTOP TECHNICIAN II		17		2	P	3,024.74	3,558.52	4,092.30								EGLE
IT OPERATIONS MANAGER	E	39	A	2	M	4,901.67	6,127.09	7,352.51								EGLE
JUNIOR ENGINEER (CIVIL)		26		3	P	3,776.88	4,443.39	5,109.90								EGLE
LEAD POLICE RECORDS SPECIALIST		3		V	FL				3,413.32	3,582.15	3,761.32	3,947.44	4,145.55			NPOA
LEAD PUBLIC SAFETY DISPATCHER		18	A	II	P	4,255.42	5,006.38	5,757.34								SEIU
LEGAL SECRETARY		18	A	2	P	3,101.18	3,648.45	4,195.72								MISC
LIBRARIAN I		15		4	P	2,878.49	3,386.46	3,894.43								EGLE
LIBRARIAN II		19		4	P	3,178.25	3,739.12	4,299.99								EGLE
LIBRARY ASSISTANT I		6		4	FL				2,231.07	2,342.09	2,459.32	2,582.84	2,712.61			EGLE
LIBRARY ASSISTANT II		10		4	FL				2,462.45	2,585.98	2,715.75	2,850.20	2,994.06			EGLE
LIBRARY ASSISTANT III		14	A	4	FL				2,718.86	2,854.89	2,997.16	3,148.83	3,303.63			EGLE
LIBRARY CUSTOMER SERVICE SUPRV		22		4	P	3,422.04	4,025.93	4,629.82								EGLE
LIBRARY SERVICES DIRECTOR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
LIBRARY SERVICES MANAGER	E	35		4	M	4,439.97	5,549.96	6,659.95								EGLE
LIBRARY TECHNICIAN		1		4	FL				1,971.53	2,070.02	2,174.80	2,282.67	2,396.80			EGLE
MANAGEMENT FELLOW		18		2	P	3,100.45	3,647.59	4,194.73								EGLE
MAYOR					Council		687.52									MI-CC
OFFICE ASSISTANT I		2	C	5	FL				2,020.49	2,123.65	2,228.48	2,339.51	2,458.34			SEIU
OFFICE ASSISTANT I - CONF		2		5	FL				2,020.49	2,123.65	2,228.48	2,339.51	2,458.34			MISC
OFFICE ASSISTANT II		6	C	5	FL				2,230.03	2,344.19	2,459.90	2,583.43	2,711.69			SEIU
OFFICE ASSISTANT II-CONF		6	A	5	FL				2,230.03	2,344.19	2,459.90	2,583.43	2,711.69			MISC
OFFICE ASSISTANT III		10	C	5	FL				2,463.04	2,586.57	2,716.38	2,850.86	2,994.76			SEIU
OFFICE ASSISTANT III - CONF		10		5	FL				2,463.04	2,586.57	2,716.38	2,850.86	2,994.76			MISC
OFFICE OF EMER SVCS COORD.		40	A	VIII	P	5,354.24	6,299.11	7,243.98								EGLE
PARKS & OPEN SPACE MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59								EGLE
PARKS & OPEN SPACE WORKER I		3	M	6	FL				2,066.30	2,170.48	2,276.25	2,388.32	2,508.26			SEIU
PARKS & OPEN SPACE WORKER II		7	M	6	FL				2,277.81	2,393.06	2,509.86	2,634.56	2,764.04			SEIU
PARKS MAINTENANCE WORKER I		10	M	6	FL				2,448.96	2,570.94	2,699.20	2,835.23	2,975.96			SEIU
PARKS MAINTENANCE WORKER II		14	M	6	FL				2,702.30	2,838.37	2,979.10	3,129.23	3,285.61			SEIU
PARKS MAINTENANCE WORKER III		18	M	6	FL				2,983.76	3,132.37	3,288.76	3,452.93	3,626.55			SEIU
PARKS SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
PAYROLL ACCOUNTANT I		25		2	P	3,686.03	4,336.50	4,986.98								MISC
PAYROLL ACCOUNTANT II		29		2	P	4,068.87	4,786.91	5,504.95								MISC
PAYROLL TECHNICIAN		18		2	P	3,101.18	3,648.45	4,195.72								MISC
PERFORMING ARTS ASSISTANT		11	A	4	FL				2,525.00	2,650.11	2,782.97	2,922.11	3,069.12			EGLE
PERFORMING ARTS COORDINATOR		20		4	P	3,257.25	3,832.06	4,406.87								EGLE
PERFORMING ARTS MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59								EGLE
PERFORMING ARTS SUPERVISOR	E	26		4	M	3,554.71	4,443.39	5,332.07								EGLE
PERMIT TECHNICIAN		17	C	3	FL				2,924.39	3,071.37	3,224.63	3,385.71	3,554.59			SEIU
PLAN CHECK ENGINEER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
PLAN CHECK EXAMINER		30		3	P	4,168.91	4,904.60	5,640.29								EGLE
PLANNING BOARD CLERK		18	C	2	P	3,101.18	3,648.45	4,195.72								SEIU
PLANNING MANAGER/ZONING ADMIN	E	43		2	M	5,409.61	6,762.01	8,114.41								EGLE
POLICE ASSISTANT III-UNIFORMED		10	A	5	FL				2,513.02	2,637.71	2,768.74	2,904.50	3,049.77			NPOA

City of Mountain View
Salary Plan and Position Listing
Fiscal Year 2021-22
Revision No. 3

Effective June 27, 2021

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*									
POLICE ASSISTANT II-UNIFORMED		6	A	5	FL						2,277.81	2,393.06	2,509.86	2,634.56	2,764.04	NPOA
POLICE ASSISTANT I-UNIFORMED		2	C	5	FL						2,066.30	2,170.48	2,276.25	2,388.32	2,508.26	NPOA
POLICE CAPTAIN	E	2		VII	M	7,644.95	9,556.19	11,467.43								PMGR
POLICE CAPTAIN-TIER 2	E	2		VII	M	7,644.95	9,556.19	10,435.36								PMGR
POLICE CHIEF	E	1			DH				7,665.70	11,186.42	12,305.06					DHPO
POLICE LIEUTENANT	E	1		VII	M	6,648.09	8,310.11	9,972.13								PMGR
POLICE LIEUTENANT-TIER 2	E	1		VII	M	6,648.09	8,310.11	9,274.08								PMGR
POLICE MEDIA/COMM REL COORD		31		2	P	4,274.90	5,029.29	5,783.68								EGLE
POLICE OFFICER		1		VII	FL						4,615.39	4,844.21	5,088.24	5,339.85	5,604.69	POA
POLICE OFFICER TRAINEE		5		V	FL						4,250.17					NPOA
POLICE RECORDS SPECIALIST		1		V	FL						3,051.48	3,201.35	3,361.60	3,527.03	3,702.79	NPOA
POLICE RECORDS SUPERVISOR		26		2	P	3,836.09	4,513.05	5,190.01								NPOA
POLICE SERGEANT		3		VII	FL						5,602.77	5,880.84	6,174.03	6,482.36	6,803.91	POA
POSTCLOSURE ENV SYSTEMS SPEC		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
POSTCLOSURE ENV SYSTEMS TECH		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
POSTCLOSURE SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
PRINCIPAL CIVIL ENGINEER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
PRINCIPAL FINANCIAL ANALYST	E	35		2	M	4,441.02	5,551.27	6,661.52								MISC
PRINCIPAL IT ANALYST	E	37		2	M	4,664.15	5,830.19	6,996.23								EGLE
PRINCIPAL MANAGEMENT ANALYST	E	34		2	M	4,332.46	5,415.58	6,498.70								MISC
PRINCIPAL PLANNER	E	35		2	M	4,439.97	5,549.96	6,659.95								EGLE
PRINCIPAL PROJECT MANAGER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
PROGRAM ASSISTANT		16	C	5	FL						2,855.55	2,999.43	3,149.55	3,307.52	3,471.72	SEIU
PROJECT MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
PROPERTY & EVIDENCE SPECIALIST		2	A	V	P	3,372.38	3,967.50	4,562.63								NPOA
PUBLIC EDUC/FIRE SAFETY SPEC		25		2	P	3,685.18	4,335.50	4,985.83								EGLE
PUBLIC SAFETY DISP COORDINATOR		33	C	3	P	4,486.27	5,277.96	6,069.65								SEIU
PUBLIC SAFETY DISPATCHER I		12	A	II	FL						3,477.38	3,650.39	3,833.99	4,024.60	4,225.84	SEIU
PUBLIC SAFETY DISPATCHER II		15	A	II	FL						3,878.09	4,072.27	4,275.24	4,488.83	4,713.03	SEIU
PUBLIC SAFETY DISPATCHER III		16	A	III	FL						4,265.17	4,478.42	4,702.34	4,937.45	5,184.32	SEIU
PUBLIC SAFETY SUPPORT SRVS MGR	E	39		2	M	4,900.54	6,125.68	7,350.82								EGLE
PUBLIC SERVICES TECHNICIAN		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
PUBLIC SERVICES TRAINEE		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
PUBLIC WORKS DIRECTOR	E	0			DH				6,532.65	9,533.83	10,487.21					ESMS
PUBLIC WORKS INSPECTOR I		25		3	FL						3,567.12	3,745.40	3,933.03	4,130.08	4,336.50	SEIU
PUBLIC WORKS INSPECTOR II		29		3	FL						3,937.74	4,134.81	4,341.18	4,558.58	4,785.33	SEIU
PURCH & SUPPORT SRVCS MGR	E	41		2	M	5,149.52	6,436.90	7,724.28								EGLE
REAL PROPERTY PROGRAM ADMIN.	E	36		3	M	4,551.57	5,689.46	6,827.35								EGLE
RECREATION COORDINATOR		16		4	P	2,950.27	3,470.90	3,991.54								EGLE
RECREATION LEADER II		2	A	IV	FL						1,636.97	1,718.27	1,804.22	1,894.95	1,988.73	EGLE
RECREATION MANAGER	E	38		2	M	4,781.73	5,977.16	7,172.59								EGLE
RECREATION SPECIALIST		7	B	IV	FL						2,088.80	2,193.55	2,303.00	2,417.14	2,539.08	EGLE
RECREATION SUPERVISOR	E	30		4	M	3,923.68	4,904.60	5,885.52								EGLE
RISK MANAGER	E	39		2	M	4,900.54	6,125.68	7,350.82								EGLE
SAFETY & TRAINING ADMINISTRATR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
SECRETARY		15	C	5	FL						2,786.75	2,927.49	3,072.94	3,226.21	3,387.26	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 ACCOUNTANT	E	31	2	M	4,023.43	5,029.29	6,035.15								EGLE	
SENIOR ASSISTANT CITY ATTORNEY	E	50	2	M	6,430.74	8,038.42	9,646.10								MISC	
SENIOR BUILDING INSPECTOR		33	C	3	P	4,486.27	5,277.96	6,069.65							SEIU	
SENIOR CIVIL ENGINEER	E	38	3	M	4,781.73	5,977.16	7,172.59								EGLE	
SENIOR CODE ENF OFFICER		29	3	P	4,067.53	4,785.33	5,503.13								SEIU	
SENIOR DEPUTY CITY ATTORNEY	E	40	2	M	5,024.26	6,280.33	7,536.40								MISC	
SENIOR FINANCIAL ANALYST-CONF	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SENIOR HOUSING OFFICER	E	34	2	M	4,331.46	5,414.32	6,497.18								EGLE	
SENIOR IT ANALYST	E	35	2	M	4,439.97	5,549.96	6,659.95								EGLE	
SENIOR IT DESKTOP TECHNICIAN		21	2	P	3,339.11	3,928.36	4,517.61								EGLE	
SENIOR LIBRARIAN		23	4	P	3,495.27	4,112.08	4,728.89								EGLE	
SENIOR MANAGEMENT ANALYST	E	31	2	M	4,023.43	5,029.29	6,035.15								EGLE	
SENIOR MANAGEMENT ANALYST-CONF	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SENIOR PAYROLL ACCOUNTANT	E	33	2	M	4,227.37	5,284.21	6,341.05								MISC	
SENIOR PLANNER	E	32	2	M	4,122.55	5,153.19	6,183.83								EGLE	
SENIOR PROJECT MANAGER	E	38	2	M	4,781.73	5,977.16	7,172.59								EGLE	
SENIOR PUBLIC WORKS INSPECTOR		33	C	3	P	4,486.27	5,277.96	6,069.65							SEIU	
SENIOR RECREATION COORDINATOR		20	4	P	3,257.25	3,832.06	4,406.87								EGLE	
SENIOR STAGEHAND		3	4	FL						2,071.61	2,174.80	2,284.23	2,398.38	2,518.74	EGLE	
SENIOR SYSTEMS SPECIALIST	E	37	2	M	4,664.15	5,830.19	6,996.23								EGLE	
SENIOR TICKET SERVICES REP		1	4	FL						1,971.53	2,070.02	2,174.80	2,282.67	2,396.80	EGLE	
SENIOR UTILITIES SYS TECH.		22	M	6	FL					3,293.42	3,457.66	3,631.20	3,812.63	4,003.42	SEIU	
SENIOR WATER SYSTEM OPERATOR		25	M	6	FL					3,545.66	3,723.60	3,909.52	4,105.10	4,310.29	SEIU	
SHORELINE MANAGER	E	38	2	M	4,781.73	5,977.16	7,172.59								EGLE	
SOLID WASTE PROGRAM MANAGER	E	25	A	II	M	4,732.95	5,916.19	7,099.43							EGLE	
SR HUMAN RESOURCES ANALYST	E	31	2	M	4,023.43	5,029.29	6,035.15								MISC	
SR POSTCLOSURE ENV SYS TECH		22	M	6	FL					3,293.42	3,457.66	3,631.20	3,812.63	4,003.42	SEIU	
STREET & LANDFILL CLOSURE MNGR	E	26	B	III	M	5,085.66	6,357.07	7,628.48							EGLE	
STREET LIGHTING TECHNICIAN		18	M	6	FL					2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU	
STREET MAINTENANCE WORKER I		10	M	6	FL					2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU	
STREET MAINTENANCE WORKER II		14	M	6	FL					2,702.30	2,838.37	2,979.10	3,129.23	3,285.61	SEIU	
STREET MAINTENANCE WORKER III		18	M	6	FL					2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU	
STREET SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06							EGLE	
STREETSWEEPER OPERATOR		16	M	6	FL					2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU	
SUPERVISING BUYER		28	2	P	3,968.25	4,668.53	5,368.81								EGLE	
SUPERVISING PRKS & OPN SP WRKR		11	M	4	FL					2,509.95	2,635.05	2,766.44	2,905.58	3,051.05	SEIU	
SYSTEMS COORDINATOR/TECHNICIAN		12	A	II	P	3,135.00	3,688.24	4,241.48							EGLE	
SYSTEMS SPECIALIST		28	2	P	3,968.25	4,668.53	5,368.81								EGLE	
TRAFFIC ENGINEER	E	43	3	M	5,409.61	6,762.01	8,114.41								EGLE	
TRAINING OFFICER I		1	VIII	FL						4,299.33	4,515.47	4,740.72	4,976.86	5,225.68	MVFF	
TRANSPORTATION MANAGER	E	41	2	M	5,149.52	6,436.90	7,724.28								EGLE	
TRANSPORTATION PLANNER	E	38	3	M	4,781.73	5,977.16	7,172.59								EGLE	
TREE SUPERVISOR/ ARBORIST		20	B	III	P	4,344.34	5,110.99	5,877.64							EGLE	
TREE TRIMMER I		12	M	6	FL					2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU	
TREE TRIMMER II		16	M	6	FL					2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU	
TREE TRIMMER III		20	M	6	FL					3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	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*									
UTILITIES ELECTRICIAN		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
UTILITIES INSPECTOR LOCATOR		19	M	6	FL						3,057.29	3,210.55	3,371.63	3,540.54	3,717.19	SEIU
UTILITIES SERVICES MANAGER	E	42		3	M	5,278.27	6,597.84	7,917.41								EGLE
UTILITIES SYSTEMS SPECIALIST		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
UTILITIES SYSTEMS SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
UTILITIES SYSTEMS TECHNICIAN		18	M	6	FL						2,983.76	3,132.37	3,288.76	3,452.93	3,626.55	SEIU
VOLUNTEER COORDINATOR		20		4	P	3,257.25	3,832.06	4,406.87								EGLE
WAREHOUSE WORKER		10	M	6	FL						2,448.96	2,570.94	2,699.20	2,835.23	2,975.96	SEIU
WASTEWATER SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
WASTEWATER UTILITY WORKER I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
WASTEWATER UTILITY WORKER II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
WASTEWATER UTILITY WORKER III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
WATER OPERATIONS SPECIALIST		26	M	6	FL						3,634.34	3,817.31	4,008.12	4,208.25	4,417.85	SEIU
WATER QUALITY SUPERVISOR		19	B	III	P	4,190.18	4,929.62	5,669.06								EGLE
WATER QUALITY TECHNICIAN		25	M	6	FL						3,545.66	3,723.60	3,909.52	4,105.10	4,310.29	SEIU
WATER RESOURCE MANAGER	E	34		2	M	4,331.46	5,414.32	6,497.18								EGLE
WATER RESOURCES TECHNICIAN		19	M	6	FL						3,057.29	3,210.55	3,371.63	3,540.54	3,717.19	SEIU
WATER SUPERINTENDENT	E	22	A	III	M	4,397.74	5,497.17	6,596.60								EGLE
WATER SYSTEM OPERATOR		21	M	6	FL						3,212.26	3,372.56	3,542.48	3,718.80	3,904.74	SEIU
WATER UTILITY WORKER I		12	M	6	FL						2,572.52	2,700.76	2,836.82	2,977.54	3,127.68	SEIU
WATER UTILITY WORKER II		16	M	6	FL						2,839.92	2,982.25	3,130.79	3,287.16	3,451.37	SEIU
WATER UTILITY WORKER III		20	M	6	FL						3,133.92	3,290.29	3,456.08	3,628.08	3,809.51	SEIU
WEBSITE COORDINATOR		31		2	P	4,274.90	5,029.29	5,783.68								EGLE
WILDLIFE PRESERVATION COORD		16		4	P	2,950.27	3,470.90	3,991.54								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	06/27/2021	06/22/2021	Budget Adoption updates; COLA updates from labor agreements
Revision No. 1	06/27/2021	08/24/2021	Adjustments correcting the manual calculations
Revision No. 2	06/27/2021	10/26/2021	City Manager merit increase adjustment
Revision No. 3	06/27/2021	11/16/2021	Mayor & Council COLA, Chief Communications Officer & Chief Sustain & Rslnce Officer adjustments