

Volume II Appendix III  
City of Calistoga  
Proposed Monthly Salary Plan  
January 2016

UNREPRESENTED GROUP

Salary Range #	Monthly Salary Range					Salary Range #	Yearly Salary Range				
	Step 1	Step 2	Step 3	Step 4	Step 5		Step 1	Step 2	Step 3	Step 4	Step 5
1	3039	3191	3351	3518	3694	1	36468	38291	40206	42216	44327
2	3069	3223	3384	3553	3731	2	36833	38674	40608	42639	44770
3	3100	3255	3418	3589	3768	3	37201	39061	41014	43065	45218
4	3131	3288	3452	3625	3806	4	37573	39452	41424	43496	45670
5	3162	3321	3487	3661	3844	5	37949	39846	41839	43931	46127
6	3194	3354	3521	3697	3882	6	38328	40245	42257	44370	46588
7	3226	3387	3557	3734	3921	7	38712	40647	42680	44814	47054
8	3258	3421	3592	3772	3960	8	39099	41054	43106	45262	47525
9	3291	3455	3628	3810	4000	9	39490	41464	43537	45714	48000
10	3373	3542	3719	3905	4100	10	40477	42501	44626	46857	49200
11	3455	3628	3810	4000	4200	11	41464	43537	45714	48000	50400
12	3542	3719	3905	4100	4305	12	42501	44626	46857	49200	51660
13	3628	3810	4000	4200	4410	13	43537	45714	48000	50400	52920
14	3719	3905	4100	4305	4520	14	44626	46857	49200	51660	54243
15	3810	4000	4200	4410	4631	15	45714	48000	50400	52920	55566
16	3905	4100	4305	4520	4746	16	46857	49200	51660	54243	56955
17	4000	4200	4410	4631	4862	17	48000	50400	52920	55566	58344
18	4100	4305	4520	4746	4984	18	49200	51660	54243	56955	59803
19	4200	4410	4631	4862	5105	19	50400	52920	55566	58344	61262
Executive Assistant	20	4305	4520	4746	4984	20	51660	54243	56955	59803	62793
	21	4410	4631	4862	5105	21	52920	55566	58344	61262	64325
	22	4520	4746	4984	5233	22	54243	56955	59803	62793	65933
	23	4631	4862	5105	5360	23	55566	58344	61262	64325	67541
	24	4746	4984	5233	5494	24	56955	59803	62793	65933	69229
	25	4862	5105	5360	5628	25	58344	61262	64325	67541	70918
	26	4984	5233	5494	5769	26	59803	62793	65933	69229	72691
	27	5105	5360	5628	5910	27	61262	64325	67541	70918	74464
	28	5233	5494	5769	6058	28	62793	65933	69229	72691	76325
	29	5360	5628	5910	6205	29	64325	67541	70918	74464	78187
	30	5494	5769	6058	6360	30	65933	69229	72691	76325	80142
Deputy City Clerk	31	5628	5910	6205	6516	31	67541	70918	74464	78187	82096
	32	5769	6058	6360	6678	32	69229	72691	76325	80142	84149
	33	5910	6205	6516	6841	33	70918	74464	78187	82096	86201
	34	6058	6360	6678	7012	34	72691	76325	80142	84149	88356
Maintenance Superintendent	35	6205	6516	6841	7183	35	74464	78187	82096	86201	90511
Recreation Services Manager	36	6360	6678	7012	7363	36	76325	80142	84149	88356	92774
	37	6516	6841	7183	7543	37	78187	82096	86201	90511	95037
Senior Planner, Utility Systems	38	6678	7012	7363	7731	38	80142	84149	88356	92774	97413
City Clerk	39	6841	7183	7543	7920	39	82096	86201	90511	95037	99789
	40	7012	7363	7731	8118	40	84149	88356	92774	97413	102283
	41	7183	7543	7920	8316	41	86201	90511	95037	99789	104778
Senior Civil Engineer	42	7363	7731	8118	8524	42	88356	92774	97413	102283	107397
	43	7543	7920	8316	8731	43	90511	95037	99789	104778	110017
Deputy Public Works Director	44	7731	8118	8524	8950	44	92774	97413	102283	107397	112767
	45	7920	8316	8731	9168	45	95037	99789	104778	110017	115518
	46	8118	8524	8950	9397	46	97413	102283	107397	112767	118406
	47	8316	8731	9168	9626	47	99789	104778	110017	115518	121294
	48	8524	8950	9397	9867	48	102283	107397	112767	118406	124326
	49	8731	9168	9626	10108	49	104778	110017	115518	121294	127358
	50	8950	9397	9867	10360	50	107397	112767	118406	124326	130542
	51	9168	9626	10108	10613	51	110017	115518	121294	127358	133726
Administrative Serv Director	52	9397	9867	10360	10879	52	112767	118406	124326	130542	137069
	53	9626	10108	10613	11144	53	115518	121294	127358	133726	140413
Planning & Building Director	54	9867	10360	10879	11422	54	118406	124326	130542	137069	143923
Public Works Director	55	10108	10613	11144	11701	55	121294	127358	133726	140413	147433
	56	10360	10879	11422	11994	56	124326	130542	137069	143923	151119
	57	10613	11144	11701	12286	57	127358	133726	140413	147433	154805
Police Chief	58	10879	11422	11994	12593	58	130542	137069	143923	151119	158675
	59	11144	11701	12286	12900	59	133726	140413	147433	154805	162545
Fire Chief	60	11422	11994	12593	13223	60	137069	143923	151119	158675	166609
	61	11701	12286	12900	13545	61	140413	147433	154805	162545	170672
	62	11994	12593	13223	13884	62	143923	151119	158675	166609	174939
	63	12286	12900	13545	14223	63	147433	154805	162545	170672	179206
	64	12593	13223	13884	14578	64	151119	158675	166609	174939	183686
	65	12900	13545	14223	14934	65	154805	162545	170672	179206	188166
	66	13223	13884	14578	15307	66	158675	166609	174939	183686	192870
	67	13545	14223	14934	15681	67	162545	170672	179206	188166	197575
	68	13884	14578	15307	16073	68	166609	174939	183686	192870	202514
	69	14223	14934	15681	16465	69	170672	179206	188166	197575	207453
	70	14578	15307	16073	16876	70	174939	183686	192870	202514	212640

**Volume II Appendix IV  
City of Calistoga  
Proposed Range Placement Recommendations  
January 2016**

<b>Class Title</b>	<b>Current Maximum Monthly Salary</b>	<b>Market Placement</b>	<b>Proposed Salary Range</b>	<b>Proposed Maximum Monthly Salary</b>	<b>Percent Difference</b>	<b>Rationale</b>
Administrative Services Director	\$8,912	\$11,315	52	\$11,422	21.98%	Market and range placement.
City Clerk	\$5,471	\$8,327	39	\$8,316	34.21%	Market and range placement.
Deputy City Clerk	\$5,471	N/A	31	\$6,841	20.03%	Internal Alignment: 20% below the City Clerk.
Deputy Public Works Director	Proposed	\$9,490	44	\$9,397	N/A	Market and range placement.
Executive Assistant	\$4,284	N/A	20	\$5,233	18.13%	Internal Alignment: 5% above the Administrative Assistant.
Fire Chief	\$8,912	\$13,901	60	\$13,884	35.81%	Market and range placement.
Maintenance Superintendent	\$6,759	\$7,529	35	\$7,543	10.39%	Market and range placement.
Planning & Building Director	\$8,912	\$12,097	54	\$11,994	25.69%	Market and range placement.
Police Chief	\$9,826	\$13,198	58	\$13,223	25.69%	Market and range placement.
Public Works Director	\$9,826	\$12,262	55	\$12,286	20.02%	Market and range placement.
Recreation Services Manager	\$7,329	\$7,735	36	\$7,731	5.20%	Market and range placement.
Senior Civil Engineer	\$8,486	N/A	42	\$8,950	5.18%	Internal Alignment: 10% above the Associate Engineer.
Senior Planner	\$8,083	N/A	38	\$8,118	0.43%	Internal Alignment: 10% above the Associate Planner.
Utility Systems Superintendent	\$7,329	\$8,092	38	\$8,118	9.72%	Market and range placement.

**Legend for columns:**

Column 1 - Classification Title.

Column 2 - Calistoga's current monthly maximum salaries.

Column 3 - Market placement shows the top monthly market median dollar values derived from the market survey results.

Column 4 - Salary range number of the consultant's newly proposed salary range schedule.

Column 5 - Monthly maximum salary of the consultant's newly proposed salary ranges.

Column 6 - This percentage expresses the difference between the Calistoga's current salaries and the consultant's proposed salaries.

Column 7 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).