

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

**CPEA**

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
Accounting Assistant/Mntc Tech I	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	55666	58344
Administrative Assistant	18	4100	4305	4520	4746	4984	18	49200	51660	54243	56955	59803
Maintenance Tech II	19	4200	4410	4631	4862	5105	19	50400	52920	55666	58344	61262
Plant Operator I/Sr Acct Asst	20	4305	4520	4746	4984	5233	20	51660	54243	56955	59803	62793
Administrative Services Tech	21	4410	4631	4862	5105	5360	21	52920	55666	58344	61262	64325
	22	4520	4746	4984	5233	5494	22	54243	56955	59803	62793	65933
	23	4631	4862	5105	5360	5628	23	55666	58344	61262	64325	67541
Senior Mntc Technician	24	4746	4984	5233	5494	5769	24	56955	59803	62793	65933	69229
Plant Operator II	25	4862	5105	5360	5628	5910	25	58344	61262	64325	67541	70918
	26	4984	5233	5494	5769	6058	26	59803	62793	65933	69229	72691
	27	5105	5360	5628	5910	6205	27	61262	64325	67541	70918	74464
	28	5233	5494	5769	6058	6360	28	62793	65933	69229	72691	76325
Sr Plant Operator	29	5360	5628	5910	6205	6516	29	64325	67541	70918	74464	78187
	30	5494	5769	6058	6360	6678	30	65933	69229	72691	76325	80142
	31	5628	5910	6205	6516	6841	31	67541	70918	74464	78187	82096
Building Inspector	32	5769	6058	6360	6678	7012	32	69229	72691	76325	80142	84149
	33	5910	6205	6516	6841	7183	33	70918	74464	78187	82096	86201
Associate Planner	34	6058	6360	6678	7012	7363	34	72691	76325	80142	84149	88356
	35	6205	6516	6841	7183	7543	35	74464	78187	82096	86201	90511
	36	6360	6678	7012	7363	7731	36	76325	80142	84149	88356	92774
	37	6516	6841	7183	7543	7920	37	78187	82096	86201	90511	95037
	38	6678	7012	7363	7731	8118	38	80142	84149	88356	92774	97413
	39	6841	7183	7543	7920	8316	39	82096	86201	90511	95037	99789
	40	7012	7363	7731	8118	8524	40	84149	88356	92774	97413	102283
	41	7183	7543	7920	8316	8731	41	86201	90511	95037	99789	104778
	42	7363	7731	8118	8524	8950	42	88356	92774	97413	102283	107397
	43	7543	7920	8316	8731	9168	43	90511	95037	99789	104778	110017
	44	7731	8118	8524	8950	9397	44	92774	97413	102283	107397	112767
	45	7920	8316	8731	9168	9626	45	95037	99789	104778	110017	115518
	46	8118	8524	8950	9397	9867	46	97413	102283	107397	112767	118406
	47	8316	8731	9168	9626	10108	47	99789	104778	110017	115518	121294
	48	8524	8950	9397	9867	10360	48	102283	107397	112767	118406	124326
	49	8731	9168	9626	10108	10613	49	104778	110017	115518	121294	127358
	50	8950	9397	9867	10360	10879	50	107397	112767	118406	124326	130542
	51	9168	9626	10108	10613	11144	51	110017	115518	121294	127358	133726
	52	9397	9867	10360	10879	11422	52	112767	118406	124326	130542	137069
	53	9626	10108	10613	11144	11701	53	115518	121294	127358	133726	140413
	54	9867	10360	10879	11422	11994	54	118406	124326	130542	137069	143923
	55	10108	10613	11144	11701	12286	55	121294	127358	133726	140413	147433
	56	10360	10879	11422	11994	12593	56	124326	130542	137069	143923	151119
	57	10613	11144	11701	12286	12900	57	127358	133726	140413	147433	154805
	58	10879	11422	11994	12593	13223	58	130542	137069	143923	151119	158675
	59	11144	11701	12286	12900	13545	59	133726	140413	147433	154805	162545
	60	11422	11994	12593	13223	13884	60	137069	143923	151119	158675	166609
	61	11701	12286	12900	13545	14223	61	140413	147433	154805	162545	170672
	62	11994	12593	13223	13884	14578	62	143923	151119	158675	166609	174939
	63	12286	12900	13545	14223	14934	63	147433	154805	162545	170672	179206
	64	12593	13223	13884	14578	15307	64	151119	158675	166609	174939	183686
	65	12900	13545	14223	14934	15681	65	154805	162545	170672	179206	188166
	66	13223	13884	14578	15307	16073	66	158675	166609	174939	183686	192870
	67	13545	14223	14934	15681	16465	67	162545	170672	179206	188166	197575
	68	13884	14578	15307	16073	16876	68	166609	174939	183686	192870	202514
	69	14223	14934	15681	16465	17288	69	170672	179206	188166	197575	207453
	70	14578	15307	16073	16876	17720	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>
Accounting Assistant	\$4,000	\$4,638	15	\$4,631	13.62%	Market and range placement.
Administrative Assistant	\$4,723	\$5,002	18	\$4,984	5.23%	Market and range placement.
Administrative Services Technician	\$5,629	\$5,412	21	\$5,360	-5.01%	Market and range placement.
Associate Planner	\$6,451	\$7,333	34	\$7,363	12.39%	Market and range placement.
Building Inspector	\$6,205	\$7,027	32	\$7,012	11.51%	Market and range placement.
Maintenance Technician I	\$4,412	N/A	15	\$4,520	2.39%	Internal Alignment: 10% below the Maintenance Technician II
Maintenance Technician II	\$4,864	\$5,047	19	\$5,105	4.72%	Market and range placement.
Plant Operator I	\$4,628	N/A	20	\$5,233	11.56%	Internal Alignment: 10% below the Plant Operator II
Plant Operator II	\$5,208	\$5,850	25	\$5,910	11.88%	Market and range placement.
Senior Accounting Assistant	\$4,864	N/A	20	\$5,233	7.05%	Internal Alignment: 10% above the Accounting Assistant.
Senior Maintenance Technician	\$5,574	N/A	24	\$5,769	3.38%	Internal Alignment: 10% above the Maintenance Technician II
Senior Plant Operator	\$5,799	N/A	29	\$6,516	11.00%	Internal Alignment: 10% above the Plant Operator II.

**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).