

**City of Calistoga
Salary Schedule - FY 17-18 (Effective 10/03/17)**

Calistoga Professional Firefighters Association (CPFA)
MOU 01/01/16 to 12/31/18

Positions Covered

Position Title	Range	Schedule/Hours			
FireFighter	FF	10 hrs/day	6 hrs Stnby	56 Hrs/wk	2912 hrs/yr
6/1/2010 Work Schedule change from 5-11 hour shifts to 2-24 hr shifts. A=6:30am-5:30pm. D=5:30pm-6:30am		2-24 Hr Shifts	2-3 days Standby		
Effective September 19, 2017					

Range #	Monthly Adopted (1)					Annual Calculation (2)					Hourly Payroll (3)				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
16	4,143	4,350	4,567	4,796	5,036	49,713	52,199	54,809	57,549	60,426	17.02	17.87	18.76	19.70	20.69

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| (1) Monthly Rate adopted by resolution. |
| (2) Annual Rate - Monthly multiplied by 12. Entered into Payroll for Calculation of Payroll Rates. |
| (3) Monthly Salary is based on 2,763 straight time hours and 156 Overtime Hours annually for a total of 2,920 hours. |

CITY OF CALISTOGA
FIRE DEPARTMENT

Fiscal Year 2016-17 Actuals

		Reg Hrs	Shift Supervisor	HP	OT	ST OT	ST ST	total hours	Salary	Benefits		total
Kris	Breiner	2456.5	135	135	202.16	487.36	217.14	3633.16	112,501.75	77,524.66	FT	190,026.41
Steve	Campbell	2141						2141	138,854.86	101,440.45	FT	240,295.31
Joseph	Russo	2727.7	168	145	257.8	77		3375.5	108,545.57	58,610.90	FT	167,156.47
Jason	Tamagni	2693.19	356	140	543.81			3733	107,548.26	77,186.81	FT	184,735.07
Jeremy	Campbell	1288.5				41.5		1330	18,369.97	30,413.67	PT	48,783.64
Robert	Ebling	1100.5						1100.5	14,655.99	34,227.60	PT	48,883.59
Scott	Glaholt	1012.5				164		1176.5	17,006.84	3,556.22	PT	20,563.06
Milos	Jovicevic	60						60	829.20	112.57	PT	941.77
Reuben	Komisar	88.5						88.5	1,223.07	282.08	PT	1,505.15
Kevin	Marciano	595						595	6,735.72	1,556.79	PT	8,292.51
Blake	McCormick	2499			478	255		3232	48,698.50	17,505.50	PT	66,204.00
Jaime	Orozco	2584.5			718.5	232.5		3535.5	53,438.32	30,932.15	PT	84,370.47
Andrew	O'Shaugnessy	1478.5			113	352.5		1944	28,024.07	4,992.23	PT	33,016.30
Eric	Paine	396			234	464		1094	19,165.21	2,992.33	PT	22,157.54
Adam	Ramirez	60						60	829.20	112.57	PT	941.77
Robert	Rojas	980						980	12,014.85	1,640.10	PT	13,654.95
Ryan	Smithers	1939.75			143.25			2083	27,293.07	5,984.25	PT	33,277.32
Peter	Wheelan	692						692	9,185.65	735.23	PT	9,920.88
Garrett	Wright	412.5						412.5	4,548.39	623.21	PT	5,171.60
Totals		25,205.64	659.00	420.00	2,690.52	2,073.86	217.14	31,266.16	729,468.49	450,429.33		1,179,897.82

FY 17-18 This analysis converts 3 part-time positions to 3 full-time positions. Total Number of hours for the department increases by 142 hours **Option # 1**
 Hours for the remaining part-time staff have been reduced by 120 hours. Hourly rate remains the same.

		Shift						total hours	Salary	Benefits		total
		Reg Hrs	Supervisor	HP	OT	ST OT	ST ST					
Kris	Breiner	2456.5	135	135	202.16	487.36	217.14	3633.16	121,501.89	83,726.63	FT	205,228.52
Steve	Campbell	2141						2141	149,963.25	109,555.68	FT	259,518.93
Joseph	Russo							0	-	-		-
Jason	Tamagni	2693.19	356	140	543.81			3733	116,152.12	83,361.75	FT	199,513.87
Jaime	Orozco	2763		135	718.5	232.5		3849	103,556.00	59,403.00	FT	162,959.00
								0				
Jeremy	Campbell	1248.5				41.5		1290	22,020.60	34,158.85	PT	56,179.45
Robert	Ebling	2763		135	157	0		3055	52,642.80	57,628.54	FT	110,271.34
Scott	Glaholt	972.5				164		1136.5	20,470.80	4,335.96	PT	24,806.76
Milos	Jovicevic	60						60	829.20	112.57	PT	941.77
Reuben	Komisar	88.5						88.5	1,223.07	282.08	PT	1,505.15
Kevin	Marciano	595						595	6,735.72	1,556.79	PT	8,292.51
Blake	McCormick	2763		135	478	255		3631	67,158.00	21,713.90	FT	88,871.90
Jaime	Orozco							0	-	-		-
Andrew	O'Shaugnessy	1438.5			113	352.5		1904	32,564.07	6,031.57	PT	38,595.64
Eric	Paine	396			234	464		1094	19,165.21	2,992.33	PT	22,157.54
Adam	Ramirez	60						60	829.20	112.57	PT	941.77
Robert	Rojas	980						980	12,014.85	1,640.10	PT	13,654.95
Ryan	Smithers	2763		135	156			3054	47,731.68	19,463.94	FT	67,195.62
Peter	Wheelan	692						692	11,625.60	2,238.31	PT	13,863.91
Garrett	Wright	412.5						412.5	4,548.39	623.21	PT	5,171.60
Totals		25,286.19	491.00	815.00	2,602.47	1,996.86	217.14	31,408.66	790,732.45	488,937.80		1,279,670.25

790,732.45 488,937.80 1,279,670.25

Option # 1 INCREASE 99,772.43

** FIREFIGHTERS In July 2015 were paid \$61,824 annually; \$20.02 HOURLY

FY 17-18 This analysis converts 3 part-time positions to 3 full-time positions. Number of hours increases by 142 hours
 In addition the 3 full time positions are placed at \$20.02 per hour (firefighter rate in 2015)
 Total Number of hours for the department increases by 142 hours
 Hours for the remaining part-time staff have been reduced by 120 hours

Option # 3

		Shift						total hours	Salary	Benefits		total
		Reg Hrs	Supervisor	HP	OT	ST OT	ST ST					
Kris	Breiner	2456.5	135	135	202.16	487.36	217.14	3633.16	121,501.89	83,726.63	FT	205,228.52
Steve	Campbell	2141						2141	149,963.25	109,555.68	FT	259,518.93
Joseph	Russo								-	-		-
Jason	Tamagni	2693.19	356	140	543.81			3733	116,152.12	83,361.75	FT	199,513.87
Jaime	Orozco	2763		135	718.5	232.5		3849	103,556.00	59,403.00	FT	162,959.00
								0				
Jeremy	Campbell	1248.5				41.5		1290	22,020.60	34,158.85	PT	56,179.45
Robert	Ebling	2763		135	157	0		3055	62,732.67	63,844.18	FT	126,576.85
Scott	Glaholt	972.5				164		1136.5	20,470.80	4,335.96	PT	24,806.76
Milos	Jovicevic	60						60	829.20	112.57	PT	941.77
Reuben	Komisar	88.5						88.5	1,223.07	282.08	PT	1,505.15
Kevin	Marciano	595						595	6,735.72	1,556.79	PT	8,292.51
Blake	McCormick	2763		135	478	255		3631	80,029.95	24,648.45	FT	104,678.40
Jaime	Orozco							0	-	-		-
Andrew	O'Shaugnessy	1438.5			113	352.5		1904	32,564.07	6,031.57	PT	38,595.64
Eric	Paine	396			234	464		1094	19,165.21	2,992.33	PT	22,157.54
Adam	Ramirez	60						60	829.20	112.57	PT	941.77
Robert	Rojas	980						980	12,014.85	1,640.10	PT	13,654.95
Ryan	Smithers	2763		135	156			3054	62,702.64	22,857.61	FT	85,560.25
Peter	Wheelan	692						692	11,625.60	2,238.31	PT	13,863.91
Garrett	Wright	412.5						412.5	4,548.39	623.21	PT	5,171.60
Totals		25,286.19	491.00	815.00	2,602.47	1,996.86	217.14	31,408.66	828,665.23	501,481.65		1,330,146.88

828,665.23 501,481.65 1,330,146.88

Option # 3 INCREASE 150,249.06

** FIREFIGHTERS - based on market cities on average were paid \$70,000 annually; \$23.97 HOURLY

FY 17-18 This analysis converts 3 part-time positions to 3 full-time positions. Number of hours increases by 142 hours
 In addition the 3 full time positions are placed at \$23.97 per hour
 Total Number of hours for the department increases by 142 hours
 Hours for the remaining part-time staff have been reduced by 120 hours

Option # 4

		Shift						total hours	Salary	Benefits		total
		Reg Hrs	Supervisor	HP	OT	ST OT	ST ST					
Kris	Breiner	2456.5	135	135	202.16	487.36	217.14	3633.16	121,501.89	83,726.63	FT	205,228.52
Steve	Campbell	2141						2141	149,963.25	109,555.68	FT	259,518.93
Joseph	Russo								-	-		-
Jason	Tamagni	2693.19	356	140	543.81			3733	116,152.12	83,361.75	FT	199,513.87
Jaime	Orozco	2763		135	718.5	232.5		3849	103,556.00	59,403.00	FT	162,959.00
								0				
Jeremy	Campbell	1248.5				41.5		1290	22,020.60	34,158.85	PT	56,179.45
Robert	Ebling	2763		135	157	0		3055	75,110.00	71,468.96	FT	146,578.95
Scott	Glaholt	972.5				164		1136.5	20,470.80	4,335.96	PT	24,806.76
Milos	Jovicevic	60						60	829.20	112.57	PT	941.77
Reuben	Komisar	88.5						88.5	1,223.07	282.08	PT	1,505.15
Kevin	Marciano	595						595	6,735.72	1,556.79	PT	8,292.51
Blake	McCormick	2763		135	478	255		3631	95,820.08	28,248.28	FT	124,068.36
Jaime	Orozco							0	-	-		-
Andrew	O'Shaugnessy	1438.5			113	352.5		1904	32,564.07	6,031.57	PT	38,595.64
Eric	Paine	396			234	464		1094	19,165.21	2,992.33	PT	22,157.54
Adam	Ramirez	60						60	829.20	112.57	PT	941.77
Robert	Rojas	980						980	12,014.85	1,640.10	PT	13,654.95
Ryan	Smithers	2763		135	156			3054	75,074.04	25,678.04	FT	100,752.08
Peter	Wheelan	692						692	11,625.60	2,238.31	PT	13,863.91
Garrett	Wright	412.5						412.5	4,548.39	623.21	PT	5,171.60

Totals	25,286.19	491.00	815.00	2,602.47	1,996.86	217.14	31,408.66	869,204.08	515,526.69	1,384,730.77
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Option # 4	INCREASE	204,832.95
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FY 17-18 This analysis converts 3 part-time positions to 3 full-time positions. Number of hours increases by 142 hours
 In addition the 3 full time positions are placed at \$17.02
 Total Number of hours for the department increases by 142 hours
 Hours for the remaining part-time staff have been reduced by 120 hours

Option # 2

		Shift					total hours	Salary	Benefits	total		
		Reg Hrs	Supervisor	HP	OT	ST OT						
Kris	Breiner	2456.5	135	135	202.16	487.36	217.14	3633.16	121,501.89	83,726.63	FT	205,228.52
Steve	Campbell	2141						2141	149,963.25	109,555.68	FT	259,518.93
Joseph	Russo								-	-		-
Jason	Tamagni	2693.19	356	140	543.81			3733	116,152.12	83,361.75	FT	199,513.87
Jaime	Orozco	2763		135	718.5	232.5		3849	103,556.00	59,403.00	FT	162,959.00
Jeremy	Campbell	1248.5				41.5		1290	22,020.60	34,158.85	PT	56,179.45
Robert	Ebling	2763		135	157	0		3055	53,332.17	58,053.21	FT	111,385.38
Scott	Glaholt	972.5				164		1136.5	20,470.80	4,335.96	PT	24,806.76
Milos	Jovicevic	60						60	829.20	112.57	PT	941.77
Reuben	Komisar	88.5						88.5	1,223.07	282.08	PT	1,505.15
Kevin	Marciano	595						595	6,735.72	1,556.79	PT	8,292.51
Blake	McCormick	2763		135	478	255		3631	68,037.45	21,914.40	FT	89,951.85
Jaime	Orozco											
Andrew	O'Shaugnessy	1438.5			113	352.5		1904	32,564.07	6,031.57	PT	38,595.64
Eric	Paine	396			234	464		1094	19,165.21	2,992.33	PT	22,157.54
Adam	Ramirez	60						60	829.20	112.57	PT	941.77
Robert	Rojas	980						980	12,014.85	1,640.10	PT	13,654.95
Ryan	Smithers	2763		135	156			3054	53,306.64	20,715.51	FT	74,022.15
Peter	Wheelan	692						692	11,625.60	2,238.31	PT	13,863.91
Garrett	Wright	412.5						412.5	4,548.39	623.21	PT	5,171.60
Totals		25,286.19	491.00	815.00	2,602.47	1,996.86	217.14	31,408.66	797,876.23	490,814.53		1,288,690.76

797,876.23 490,814.53 1,288,690.76

Option # 2 INCREASE 108,792.94