

City of Calistoga
Total Compensation Study
Benchmark List
January 2018

CLASSIFICATION TITLE (Full-time Employees)	K&A Recommended Full-time Benchmark Classifications
Accounting Assistant	X
Administrative Analyst	X
Administrative Analyst/Deputy City Clerk	
Administrative Assistant	X
Administrative Services Director	X
Administrative Services Technician	
Assistant Engineer	
Assistant Planner	
Associate Engineer	X
Associate Planner	
Building Inspector	X
Building Official	X
Chief Wastewater Plant Operator	X
Chief Water Plant Operator	X
City Clerk	X
City Council Member	X
City Manager	X
Community Services Officer	X
Deputy Public Works Director	
Emergency Program Coordinator/Administrative Analyst	
Executive Assistant	
Fire Captain	X
Fire Chief	X
Fire Engineer	X
Maintenance Superintendent	X
Maintenance Technician I	
Maintenance Technician II	X
Permit Technician	X
Planning and Building Director	X
Plant Operator I	
Plant Operator II	X
Police Chief	X
Police Corporal	
Police Officer	X
Police Sergeant	X
Public Safety Dispatch Supervisor	
Public Safety Dispatcher	X
Public Works Director/City Engineer	X
Recreation Services Manager	X
Senior Accounting Assistant	
Senior Engineer	
Senior Maintenance Technician	
Senior Planner	X
Senior Planner/Assistant to the City Manager	
Senior Plant Operator	

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CLASSIFICATION TITLE (Full-time Employees)	K&A Recommended Full-time Benchmark Classifications
Utility Systems Superintendent	X
Total Number of Benchmarks (full-time)	29
CLASSIFICATION TITLE (Part-time Employees)	K&A Recommended Part-time Benchmark Classifications
Accountant	X
Accounting Assistant	
Administrative Aide	
Coach/Referee	X
Family Attendant (Closing)	
Family Attendant (Opening)	
Firefighter	X
Head Life Guard	
Life Guard I	X
Office Assistant I	
Office Assistant II	
Operator-in-Training	
Parking Enforcement Officer	X
Police Dispatcher	
Recreation Aide	
Recreation Coordinator	X
Recreation Leader	X
Senior Recreation Leader	
Speciality Instructor I	
Speciality Instructor II	
Swim Instructor I	
Swim Instructor II	X
Water Conservation Program Manager	
Water Conservation Specialist	X
Total Number of Benchmarks (part-time)	9