

City of Calistoga Salary Schedule - FY 18-19 (Effective 01/01/19) Executive Management Plan

Applicable Group	01/1/2019 to 12/31/2019																				
	7/1/2006		7/1/2007		7/1/2008		7/1/2009		11/1/2011		11/1/2013		11/1/2014		11/1/2015		11/1/2017		11/1/2018		11/1/2019
Effective Date(s) and Changes	Per Resolution 2006-088 June to Apr Median CPI	Per Resolution 2006-088 June to Apr Median CPI	Per Resolution 2006-088 June to Apr Median CPI	Per Resolution 2006-088 June to Apr Median CPI	Per Resolution	Per Resolution 2013-065	Per Resolution 2013-065	Per Resolution 2015-039	Per Resolution 2016-004 Koff Implementatio	Per Resolution 2016-004 Koff Implementatio	Per Resolution 2016-004 Koff Implementatio	Per Resolution 2016-004 Koff Implementatio	Per Resolution 2016-004 Koff Implementatio	Per Resolution 2016-004 Koff Implementatio	Per Resolution 2016-004 Koff Implementatio	Per Resolution 2016-004 Koff Implementatio	Per Resolution 2016-004 Koff Implementatio	Per Resolution 2016-004 Koff Implementatio	Per Resolution 2016-004 Koff Implementatio	Per Resolution 2016-004 Koff Implementatio	Per Resolution 2016-004 Koff Implementatio
Percentage	2.40%	3.00%	3.50%	2.40%	-5.00%	2.00%	1.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%

Positions Covered

Position Title	Type	FLSA	Range	Comments
Administrative Services Director	Mgmt	Exempt	52	
Associate Civil Engineer	Mid-Mgmt	Non-Exempt	33	
Building Official	Mid-Mgmt	Exempt	43	
City Clerk	Mid-Mgmt	Exempt	40	
Code Enforcement	Mid-Mgmt	Non-Exempt	25	
Deputy City Clerk	Mid-Mgmt	Exempt	31	
Deputy Public Works Director	Mgmt	Exempt	47	
Executive Assistant to City Manager	Mid-Mgmt	Non-Exempt	20	
Fire Chief	Mgmt	Exempt	58	
Maintenance Superintendent	Mid-Mgmt	Exempt	38	
Planning and Building Director	Mgmt	Exempt	56	
Police Chief	Mgmt	Exempt	59	
Public Works Director/City Engineer	Mgmt	Exempt	57	
Recreation Manager	Mid-Mgmt	Exempt	33	
Recreation Director	Mgmt	Exempt	50	
Senior Civil Engineer	Mid-Mgmt	Exempt	41	
Senior Planner	Mid-Mgmt	Exempt	39	
Senior Planner/Assistant to City Manager	Mid-Mgmt	Exempt	43	
Utility Systems Superintendent	Mid-Mgmt	Exempt	40	

Range #	Monthly Adopted (1)					Annual Calculation (2)				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
20	4,845	5,088	5,342	5,609	5,890	58,144	61,051	64,104	67,309	70,674
21	4,964	5,212	5,472	5,746	6,033	59,562	62,540	65,668	68,951	72,398
22	5,088	5,342	5,609	5,890	6,184	61,051	64,104	67,309	70,675	74,208
23	5,212	5,472	5,746	6,033	6,335	62,540	65,667	68,950	72,398	76,018
24	5,342	5,609	5,890	6,184	6,493	64,104	67,309	70,674	74,208	77,918
25	5,472	5,746	6,033	6,335	6,652	65,668	68,951	72,399	76,019	79,819
26	5,609	5,890	6,184	6,493	6,818	67,309	70,675	74,209	77,919	81,815
27	5,746	6,033	6,335	6,651	6,984	68,950	72,397	76,017	79,818	83,809
28	5,889	6,184	6,493	6,818	7,159	70,673	74,207	77,917	81,813	85,904
29	6,033	6,335	6,651	6,984	7,333	72,397	76,017	79,818	83,809	87,999
30	6,184	6,493	6,818	7,159	7,517	74,207	77,917	81,813	85,904	90,199
31	6,335	6,651	6,984	7,333	7,700	76,017	79,818	83,809	87,999	92,399
32	6,493	6,818	7,159	7,517	7,892	77,917	81,813	85,904	90,199	94,709
33	6,651	6,984	7,333	7,700	8,085	79,818	83,809	87,999	92,399	97,019
34	6,818	7,159	7,517	7,892	8,287	81,813	85,904	90,199	94,709	99,445
35	6,984	7,333	7,700	8,085	8,489	83,810	88,000	92,400	97,020	101,871
36	7,159	7,517	7,892	8,287	8,701	85,905	90,200	94,710	99,445	104,418
37	7,333	7,700	8,085	8,489	8,914	88,001	92,401	97,021	101,872	106,966
38	7,517	7,893	8,287	8,702	9,137	90,201	94,711	99,446	104,419	109,640
39	7,700	8,085	8,489	8,914	9,359	92,400	97,020	101,871	106,964	112,313
40	7,892	8,287	8,701	9,137	9,593	94,710	99,445	104,418	109,639	115,121
41	8,085	8,489	8,914	9,359	9,827	97,020	101,871	106,964	112,313	117,928
42	8,287	8,701	9,137	9,593	10,073	99,445	104,418	109,639	115,121	120,877
43	8,489	8,914	9,359	9,827	10,319	101,871	106,964	112,313	117,928	123,825
44	8,701	9,137	9,593	10,073	10,577	104,418	109,639	115,120	120,877	126,920
45	8,914	9,359	9,827	10,319	10,835	106,964	112,313	117,928	123,825	130,016
46	9,137	9,593	10,073	10,577	11,106	109,639	115,120	120,876	126,920	133,266
47	9,359	9,827	10,319	10,835	11,376	112,313	117,928	123,825	130,016	136,517
48	9,593	10,073	10,577	11,106	11,661	115,120	120,876	126,920	133,266	139,930
49	9,827	10,319	10,835	11,376	11,945	117,928	123,825	130,016	136,517	143,342
50	10,073	10,577	11,106	11,661	12,244	120,876	126,920	133,266	139,930	146,926
51	10,319	10,835	11,376	11,945	12,542	123,825	130,016	136,517	143,342	150,510
52	10,577	11,106	11,661	12,244	12,856	126,920	133,266	139,930	146,926	154,272
53	10,835	11,376	11,945	12,542	13,170	130,016	136,517	143,342	150,510	158,035
54	11,106	11,661	12,244	12,856	13,499	133,266	139,930	146,926	154,272	161,986
55	11,376	11,945	12,542	13,170	13,828	136,517	143,342	150,510	158,035	165,937
56	11,661	12,244	12,856	13,499	14,174	139,929	146,926	154,272	161,986	170,085
57	11,945	12,542	13,170	13,828	14,519	143,342	150,509	158,035	165,937	174,234
58	12,244	12,856	13,499	14,174	14,882	146,926	154,272	161,986	170,085	178,589
59	12,550	13,177	13,836	14,528	15,255	150,599	158,129	166,035	174,337	183,054
60	12,864	13,507	14,182	14,891	15,636	154,364	162,082	170,186	178,696	187,630

(1) Monthly Rate adopted by resolution. Annual COLA, from other group MOUs or CPI, results are rounded to whole dollar, except for CM Position.	(2) Annual Rate - Monthly multiplied by 12. Entered into Payroll for Calculation of Payroll Rates.
(3) Hourly Payroll Rate - Annual Rate divided by 2080 hours rounded to nearest cent. (Daily rates calculated at 8 hours, Payperiod rates calculated at Annual rate divided by 24)	