

DRAFT

**City of Calistoga  
Salary Range Placement Recommendations - Total Compensation  
May 2018**

Class Title	Current Top Monthly	% from Total Monthly	Market Placement	Proposed Range	Proposed Maximum	Percent Diff. from Current	Rationale
Administrative Services Director	\$13,425	5.9%	\$12,633	52	\$12,482	-7.0%	Market and range placement; y-rate.
City Manager	\$15,029	-11.0%	\$16,683	64	\$16,727	11.3%	Market and range placement.
Fire Chief	\$13,425	-11.2%	\$14,929	58	\$14,802	10.3%	Market and range placement.
Planning and Building Director	\$13,425	-3.8%	\$13,935	56	\$14,097	5.0%	Market and range placement.
Police Chief	\$13,425	-15.8%	\$15,546	59	\$15,542	15.8%	Market and range placement.
Public Works Director/City Engineer	\$13,425	-7.8%	\$14,472	57	\$14,449	7.6%	Market and range placement.
Building Inspector	\$7,663	8.8%	\$6,989	28	\$6,950	-9.3%	Market and range placement; y-rate.
Building Official	\$9,780	-2.7%	\$10,044	43	\$10,018	2.4%	Market and range placement.
City Clerk	\$9,087	-3.7%	\$9,423	40	\$9,314	2.5%	Market and range placement.
Code Enforcement Officer	\$6,458			25			
Deputy City Clerk	\$7,476	NA	NA	31	\$7,476	0.0%	Internal Alignment 22.5% below City Clerk.
Deputy Public Works Director	\$10,269	NA	NA	47	\$11,045	7.6%	Internal alignment 30% below Public Works Director
Executive Assistant	\$5,718	NA	NA	20	\$5,718	0.0%	Internal alignment: 10% above Administrative Assistant.
Maintenance Superintendent	\$8,242	-8.5%	\$8,943	38	\$8,871	7.6%	Market and range placement.
Recreation Services Manager	\$8,448	7.5%	\$7,814	33	\$7,850	-7.1%	Market and range placement; y-rate.
Senior Civil Engineer	\$9,780	NA	NA	41	\$9,541	-2.4%	Internal alignment 10% above Associate Civil Engineer; y-rate.
Senior Planner	\$8,871	-2.2%	\$9,066	39	\$9,087	2.4%	Market and range placement.
Senior Planner/Assistant to the City Manager	\$10,018	NA	NA	43	\$10,018	0.0%	Internal alignment 10% above Senior Planner.
Utility Systems Superintendent	\$8,448	-9.7%	\$9,267	40	\$9,314	10.3%	Market and range placement.

Average: 3.2%

**Legend for columns:**

Column 1 - Classification Title.

Column 2 - Current top monthly salary

Column 3 - Displays the percentage difference from the Top Monthly salary and the total compensation results

Column 4 - Market placement displays the market value.

Column 5 - Proposed new range

Column 6 - Monthly maximum salary of the newly proposed salary ranges.

Column 7 - This percentage expresses the difference between Calistoga's current salaries and the proposed salaries; where the percentage is preceded by a negative sign (-), this is the percentage

Calistoga's salary would need to be decreased to reach the market median; where no sign is placed in front of the percentage, this means the salary would need to be increased by that amount to reach the market median

Column 8 - The rationale explains the reason for the proposed salary range recommendation; either market placement or internal alignment with another benchmarked classification.