

**City of Calistoga
Salary Schedule - FY 18-19 (Effective 01/01/19)**

Applicable Groups(s)	Calistoga Public Employees Association (CPEA)												
Effective Date(s) and Changes	MOU - 01/01/19 to 12/31/21												

	Current														
Dates	07/01/06	01/18/07	01/01/07	07/01/07	01/01/08	07/01/08	01/01/09	07/01/09	01/01/10	07/01/10	01/01/11	11/01/11	01/01/13	01/01/14	01/01/15
What	Fixed	MOU Adoption Equity Certain Positions	Fixed	Fixed	Fixed & Equity Certain Positions	Fixed	Fixed	Fixed	Fixed	Fixed	Fixed	Fixed	Fixed per Resolution 2013-063	Fixed Per Resolution 2013-063	Fixed Per Resolution 2015-038
Percentage	2.00%	See Below	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	-5.00%	2.00%	1.00%	3.00%

Positions Covered

Position Title

Range

01/01/16	1/1/2017	1/1/2018	1/1/2019
Fixed Per Resolution 2016	Fixed	Fixed Per Resolution 2016-004	Fixed Per Resolution 2018
3.00%	3.00%	3.00%	4.00%

Assistant Planner	31
Associate Planner	35
Chief Plant Operator (Water and Wastewater)	34
Plant Operator I	20
Plant Operator II	25
Recreation Coordinator	12

**City of Calistoga
Salary Schedule - FY 18-19 (Effective 01/01/19)**

Range	Applicable Groups(s)					Calistoga Public Employees Association (CPEA)														
	January 1, 2019					4.00% Fixed					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					
1	3,454	3,626	3,808	3,998	4,198	41,444	43,516	45,692	47,976	50,375	19.92	20.92	21.97	23.07	24.22					
2	3,488	3,663	3,846	4,038	4,240	41,858	43,951	46,149	48,456	50,879	20.12	21.13	22.19	23.30	24.46					
3	3,523	3,699	3,884	4,078	4,282	42,277	44,391	46,610	48,941	51,388	20.33	21.34	22.41	23.53	24.71					
4	3,558	3,736	3,923	4,119	4,325	42,699	44,834	47,076	49,430	51,901	20.53	21.55	22.63	23.76	24.95					
5	3,594	3,774	3,962	4,160	4,368	43,126	45,283	47,547	49,924	52,420	20.73	21.77	22.86	24.00	25.20					
6	3,630	3,811	4,002	4,202	4,412	43,558	45,736	48,022	50,423	52,945	20.94	21.99	23.09	24.24	25.45					
7	3,666	3,849	4,042	4,244	4,456	43,993	46,193	48,503	50,928	53,474	21.15	22.21	23.32	24.48	25.71					
8	3,703	3,888	4,082	4,286	4,501	44,433	46,655	48,988	51,437	54,009	21.36	22.43	23.55	24.73	25.97					
9	3,740	3,927	4,123	4,329	4,546	44,878	47,121	49,477	51,951	54,549	21.58	22.65	23.79	24.98	26.23					
10	3,833	4,025	4,226	4,438	4,659	45,999	48,299	50,714	53,250	55,913	22.12	23.22	24.38	25.60	26.88					
11	3,927	4,123	4,329	4,546	4,773	47,121	49,477	51,951	54,549	57,276	22.65	23.79	24.98	26.23	27.54					
12	4,025	4,226	4,438	4,659	4,892	48,299	50,714	53,250	55,913	58,708	23.22	24.38	25.60	26.88	28.23					
13	4,123	4,329	4,546	4,773	5,012	49,477	51,951	54,549	57,276	60,140	23.79	24.98	26.23	27.54	28.91					
14	4,226	4,438	4,659	4,892	5,137	50,714	53,250	55,913	58,708	61,644	24.38	25.60	26.88	28.23	29.64					
15	4,329	4,546	4,773	5,012	5,262	51,951	54,549	57,276	60,140	63,147	24.98	26.23	27.54	28.91	30.36					
16	4,438	4,659	4,892	5,137	5,394	53,250	55,913	58,708	61,644	64,726	25.60	26.88	28.23	29.64	31.12					
17	4,546	4,773	5,012	5,262	5,525	54,549	57,276	60,140	63,147	66,305	26.23	27.54	28.91	30.36	31.88					
18	4,659	4,892	5,137	5,394	5,664	55,913	58,708	61,644	64,726	67,962	26.88	28.23	29.64	31.12	32.67					
19	4,773	5,012	5,262	5,525	5,802	57,276	60,140	63,147	66,305	69,620	27.54	28.91	30.36	31.88	33.47					
20	4,892	5,137	5,394	5,664	5,947	58,708	61,644	64,726	67,962	71,360	28.23	29.64	31.12	32.67	34.31					
21	5,012	5,262	5,525	5,802	6,092	60,140	63,147	66,305	69,620	73,101	28.91	30.36	31.88	33.47	35.14					
22	5,137	5,394	5,664	5,947	6,244	61,644	64,726	67,962	71,360	74,928	29.64	31.12	32.67	34.31	36.02					
23	5,262	5,525	5,802	6,092	6,396	63,147	66,305	69,620	73,101	76,756	30.36	31.88	33.47	35.14	36.90					
24	5,394	5,664	5,947	6,244	6,556	64,726	67,962	71,360	74,928	78,675	31.12	32.67	34.31	36.02	37.82					
25	5,525	5,802	6,092	6,396	6,716	66,305	69,620	73,101	76,756	80,594	31.88	33.47	35.14	36.90	38.75					
26	5,664	5,947	6,244	6,556	6,884	67,962	71,360	74,928	78,675	82,608	32.67	34.31	36.02	37.82	39.72					
27	5,802	6,092	6,396	6,716	7,052	69,620	73,101	76,756	80,594	84,623	33.47	35.14	36.90	38.75	40.68					
28	5,947	6,244	6,556	6,884	7,228	71,360	74,928	78,675	82,608	86,739	34.31	36.02	37.82	39.72	41.70					
29	6,092	6,396	6,716	7,052	7,405	73,101	76,756	80,594	84,623	88,854	35.14	36.90	38.75	40.68	42.72					
30	6,244	6,556	6,884	7,228	7,590	74,928	78,675	82,608	86,739	91,076	36.02	37.82	39.72	41.70	43.79					
31	6,396	6,716	7,052	7,405	7,775	76,756	80,594	84,623	88,854	93,297	36.90	38.75	40.68	42.72	44.85					
32	6,556	6,884	7,228	7,590	7,969	78,675	82,608	86,739	91,076	95,630	37.82	39.72	41.70	43.79	45.98					
33	6,716	7,052	7,405	7,775	8,164	80,594	84,623	88,854	93,297	97,962	38.75	40.68	42.72	44.85	47.10					
34	6,884	7,228	7,590	7,969	8,368	82,608	86,739	91,076	95,630	100,411	39.72	41.70	43.79	45.98	48.27					
35	7,052	7,405	7,775	8,164	8,572	84,623	88,854	93,297	97,962	102,860	40.68	42.72	44.85	47.10	49.45					
36	7,228	7,590	7,969	8,368	8,786	86,739	91,076	95,630	100,411	105,432	41.70	43.79	45.98	48.27	50.69					
37	7,405	7,775	8,164	8,572	9,000	88,854	93,297	97,962	102,860	108,003	42.72	44.85	47.10	49.45	51.92					
38	7,590	7,969	8,368	8,786	9,225	91,076	95,630	100,411	105,432	110,703	43.79	45.98	48.27	50.69	53.22					
39	7,775	8,164	8,572	9,000	9,450	93,297	97,962	102,860	108,003	113,403	44.85	47.10	49.45	51.92	54.52					
40	7,969	8,046	8,786	9,225	9,687	95,630	96,549	105,432	110,703	116,238	45.98	46.42	50.69	53.22	55.88					

**City of Calistoga
Salary Schedule - FY 18-19 (Effective 01/01/19) Y-Rated Employees**

Applicable Groups(s) **Calistoga Public Employees Association (CPEA)**
Effective Date(s) and Changes **MOU - 01/01/19 to 12/31/21**

Dates What	Current														
	07/01/06	01/18/07	01/01/07	07/01/07	01/01/08	07/01/08	01/01/09	07/01/09	01/01/10	07/01/10	01/01/11	11/01/11	01/01/13	01/01/14	01/01/15
	Fixed	MOU Adoption Equity Certain Positions	Fixed	Fixed	Fixed & Equity Certain Positions	Fixed	Fixed	Fixed	Fixed	Fixed	Fixed	Fixed	Fixed per Resolution 2013-063	Fixed Per Resolution 2013-063	Fixed Per Resolution 2015-038
Percentage	2.00%	See Below	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	-5.00%	2.00%	1.00%	3.00%

Positions Covered

Position Title	Range
Accounting Assistant	15
Administrative Assistant	18
Administrative Service Technician	21
Assistant Engineer	33
Associate Engineer	37
Building Inspector	28
Maintenance Technician I	15
Maintenance Technician II	19
Senior Accounting Assistant	20
Senior Maintenance Technician	24
Senior Plant Operator	28

01/01/16	1/1/2017	1/1/2018	1/1/2019
Fixed Per Resolution 2016-004	Fixed Per Resolution 2016-004	Fixed Per Resolution 2016-004	Per Resolution 2019-xxx
3.00%	3.00%	3.00%	0.00%

City of Calistoga
Salary Schedule - FY 18-19 (Effective 01/01/19) Y-Rated Employees

Range	Applicable Groups(s)					Calistoga Public Employees Association (CPEA)									
	January 1, 2019					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
1	3,321	3,487	3,661	3,844	4,036	39,850	41,842	43,934	46,131	48,438	19.16	20.12	21.12	22.18	23.29
2	3,354	3,522	3,698	3,883	4,077	40,248	42,261	44,374	46,592	48,922	19.35	20.32	21.33	22.40	23.52
3	3,388	3,557	3,735	3,922	4,118	40,651	42,683	44,817	47,058	49,411	19.54	20.52	21.55	22.62	23.76
4	3,421	3,593	3,772	3,961	4,159	41,057	43,110	45,266	47,529	49,905	19.74	20.73	21.76	22.85	23.99
5	3,456	3,628	3,810	4,000	4,200	41,468	43,541	45,718	48,004	50,404	19.94	20.93	21.98	23.08	24.23
6	3,490	3,665	3,848	4,040	4,242	41,882	43,977	46,175	48,484	50,908	20.14	21.14	22.20	23.31	24.48
7	3,525	3,701	3,886	4,081	4,285	42,301	44,416	46,637	48,969	51,417	20.34	21.35	22.42	23.54	24.72
8	3,560	3,738	3,925	4,122	4,328	42,724	44,860	47,103	49,459	51,932	20.54	21.57	22.65	23.78	24.97
9	3,596	3,776	3,965	4,163	4,371	43,151	45,309	47,575	49,953	52,451	20.75	21.78	22.87	24.02	25.22
10	3,686	3,870	4,064	4,267	4,480	44,230	46,442	48,764	51,202	53,762	21.26	22.33	23.44	24.62	25.85
11	3,776	3,965	4,163	4,371	4,589	45,309	47,575	49,953	52,451	55,073	21.78	22.87	24.02	25.22	26.48
12	3,870	4,064	4,267	4,480	4,704	46,442	48,764	51,202	53,762	56,450	22.33	23.44	24.62	25.85	27.14
13	3,965	4,163	4,371	4,589	4,819	47,575	49,953	52,451	55,073	57,827	22.87	24.02	25.22	26.48	27.80
14	4,064	4,267	4,480	4,704	4,939	48,764	51,202	53,762	56,450	59,273	23.44	24.62	25.85	27.14	28.50
15	4,163	4,371	4,589	4,819	5,060	49,953	52,451	55,073	57,827	60,718	24.02	25.22	26.48	27.80	29.19
16	4,267	4,480	4,704	4,939	5,186	51,202	53,762	56,450	59,273	62,236	24.62	25.85	27.14	28.50	29.92
17	4,371	4,589	4,819	5,060	5,313	52,451	55,073	57,827	60,718	63,754	25.22	26.48	27.80	29.19	30.65
18	4,480	4,704	4,939	5,186	5,446	53,762	56,450	59,273	62,236	65,348	25.85	27.14	28.50	29.92	31.42
19	4,589	4,819	5,060	5,313	5,579	55,073	57,827	60,718	63,754	66,942	26.48	27.80	29.19	30.65	32.18
20	4,704	4,939	5,186	5,446	5,718	56,450	59,273	62,236	65,348	68,616	27.14	28.50	29.92	31.42	32.99
21	4,819	5,060	5,313	5,579	5,857	57,827	60,718	63,754	66,942	70,289	27.80	29.19	30.65	32.18	33.79
22	4,939	5,186	5,446	5,718	6,004	59,273	62,236	65,348	68,616	72,046	28.50	29.92	31.42	32.99	34.64
23	5,060	5,313	5,579	5,857	6,150	60,718	63,754	66,942	70,289	73,804	29.19	30.65	32.18	33.79	35.48
24	5,186	5,446	5,718	6,004	6,304	62,236	65,348	68,616	72,046	75,649	29.92	31.42	32.99	34.64	36.37
25	5,313	5,579	5,857	6,150	6,458	63,754	66,942	70,289	73,804	77,494	30.65	32.18	33.79	35.48	37.26
26	5,446	5,718	6,004	6,304	6,619	65,348	68,616	72,046	75,649	79,431	31.42	32.99	34.64	36.37	38.19
27	5,579	5,857	6,150	6,458	6,781	66,942	70,289	73,804	77,494	81,369	32.18	33.79	35.48	37.26	39.12
28	5,718	6,004	6,304	6,619	6,950	68,616	72,046	75,649	79,431	83,403	32.99	34.64	36.37	38.19	40.10
29	5,857	6,150	6,458	6,781	7,120	70,289	73,804	77,494	81,369	85,437	33.79	35.48	37.26	39.12	41.08
30	6,004	6,304	6,619	6,950	7,298	72,046	75,649	79,431	83,403	87,573	34.64	36.37	38.19	40.10	42.10
31	6,150	6,458	6,781	7,120	7,476	73,804	77,494	81,369	85,437	89,709	35.48	37.26	39.12	41.08	43.13
32	6,304	6,619	6,950	7,298	7,663	75,649	79,431	83,403	87,573	91,952	36.37	38.19	40.10	42.10	44.21
33	6,458	6,781	7,120	7,476	7,850	77,494	81,369	85,437	89,709	94,194	37.26	39.12	41.08	43.13	45.29
34	6,619	6,950	7,298	7,663	8,046	79,431	83,403	87,573	91,952	96,549	38.19	40.10	42.10	44.21	46.42
35	6,781	7,120	7,476	7,850	8,242	81,369	85,437	89,709	94,194	98,904	39.12	41.08	43.13	45.29	47.55
36	6,950	7,298	7,663	8,046	8,448	83,403	87,573	91,952	96,549	101,377	40.10	42.10	44.21	46.42	48.74
37	7,120	7,476	7,850	8,242	8,654	85,437	89,709	94,194	98,904	103,849	41.08	43.13	45.29	47.55	49.93
38	7,298	7,663	8,046	8,448	8,870	87,573	91,952	96,549	101,377	106,445	42.10	44.21	46.42	48.74	51.18
39	7,476	7,850	8,242	8,654	9,087	89,709	94,194	98,904	103,849	109,042	43.13	45.29	47.55	49.93	52.42
40	7,663	8,046	8,448	8,870	9,314	91,952	96,549	101,377	106,445	111,768	44.21	46.42	48.74	51.18	53.73

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
Accounting Assistant	\$5,060	5.2%	\$4,797	13	\$4,819	-4.8%	Market and range placement; y-rate.
Administrative Analyst	Proposed		\$7,621	32	\$7,663	NA	Market and range placement.
Administrative Assistant	\$5,446	5.3%	\$5,157	16	\$5,186	-4.8%	Market and range placement; y-rate.
Administrative Services Technician	\$5,857	NA	NA	20	\$5,718	-2.4%	Internal alignment 10% above Administrative Assistant.
Assistant Planner	Proposed		NA	31	\$7,476	NA	Internal alignment 10% below Associate Planner.
Associate Planner	\$8,046	NA	NA	35	\$8,242	2.4%	Internal alignment 10% below Senior Planner.
Assistant Engineer	Proposed		NA	33	\$7,850	NA	Internal alignment 10% below Associate Engineer.
Associate Civil Engineer	\$8,870	1.9%	\$8,701	37	\$8,654	-2.4%	Market and range placement; y-rate.
Building Inspector	\$7,663	8.8%	\$6,989	28	\$6,950	-9.3%	Market and range placement; y-rate.
Chief Wastewater Plant Operator	\$7,663	Insufficient Data		34	\$8,046	5.0%	Internal alignment 15% below Utility Systems Superintendent.
Chief Water Plant Operator	\$7,663	Insufficient Data		34	\$8,046	5.0%	Internal alignment 15% below Utility Systems Superintendent.
Maintenance Technician I	\$5,060	NA	NA	14	\$4,939	-2.4%	Internal alignment 10% below Maintenance Tech II.
Maintenance Technician II	\$5,579	2.7%	\$5,428	18	\$5,446	-2.4%	Market and range placement; y-rate.
Permit Technician	Proposed Class		\$ 5,513	19	\$5,579	NA	Market and range placement.
Plant Operator I	\$5,718	NA	NA	20	\$5,718	0.0%	Internal alignment 10% below Plant Operator II.
Plant Operator II	\$6,458	0.4%	\$6,432	25	\$6,458	0.0%	Market and range placement.
Senior Accounting Assistant	\$5,718	NA	NA	18	\$5,446	-4.8%	Internal alignment 10% above Accounting Assistant.
Senior Maintenance Technician	\$6,304	NA	NA	23	\$6,150	-2.4%	Internal alignment 12.5% above Maintenance Tech II; y-rate.
Senior Plant Operator	\$7,120	NA	NA	28	\$6,950	-2.4%	Internal alignment 10% above Plant Operator II.



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.