

RESOLUTION NO. 2021-007

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CALISTOGA, COUNTY OF NAPA, STATE OF CALIFORNIA, APPROVING PUBLICLY AVAILABLE PAY SCHEDULES IN ACCORDANCE WITH THE REQUIREMENT OF CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5 WHICH INCLUDES REVISED SALARY SCHEDULES FOR ALL CITY OF CALISTOGA EMPLOYEES FOR 2021

WHEREAS, the City of Calistoga contracts with the California Public Employee' Retirement System (CalPERS) to provide retirement benefits for its employees; and

WHEREAS, pursuant to California Code of Regulations, Title 2, Section 570.5, CalPERS requires governing bodies of local agencies contracting with CalPERS to approve and adopt a publicly available pay schedule in accordance with public meeting laws; and

WHEREAS, the pay schedule must include the position title for every employee position, pay rate for each position and the time base for each position; and

WHEREAS, the City Council of the City of Calistoga desires to approve and adopt a publicly available pay schedule, showing all established employee positions and pay rates, in accordance with the requirement of California Code of Regulations, Title 2, Section 570.5; and

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Calistoga hereby approves the revised salary schedules for the Non-Represented Employees, Calistoga Police Officers Association, Calistoga Professional Firefighters Association, Calistoga Public Employees' Association, and the Non-Represented Part-time Employees for 2021 as set forth in Attachments 2, 3, 4, 5 and 6. In addition the City of Calistoga's Publicly Available Salary Schedules will be posted on the City website.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Calistoga at a regular meeting held this **16th** day of **February 2021**.

I, Marni Rittburg, City Clerk of the City of Calistoga, hereby certify that the foregoing Resolution was duly adopted by the City Council of the City of Calistoga at a regular meeting held on the **16th** day of **February 2021**, by the following vote:

AYES: Councilmembers Gift, Kraus, and Williams, Vice Mayor Lopez-Ortega and Mayor Canning

NOES: None

ABSENT: None

ABSTAIN: None

ATTEST:


Marni Rittburg, CMC, City Clerk

APPROVED:


Chris Canning, Mayor

City of Calistoga Salary Schedule - FY 20-21 (Effective 01/01/21)

Attachment 2

Dates What	Applicable Group				Unrepresented Group						
	Effective Date(s) and Changes				01/1/2021 to 12/31/2021						
	7/1/2009	11/1/2011	1/1/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	1/1/2018	1/1/2019	1/1/2020	1/1/2021
	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 Implementati	Per Resolution 2016-004 Koff Implementati	Per Resolution 2016-004 Koff Implementati	Per Resolution	Per Resolution 2019-015 & 2020-001	Per Resolution 2019-015 & 2020-001
Percentage	2.40%	-5.00%	2.00%	1.00%	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	50-63	
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	50-63	
Human Resources/Finance Specialist	Mid-Mgmt	Non-Exempt	29	
Maintenance Superintendent	Mid-Mgmt	Exempt	38	
Planning and Building Director	Mgmt	Exempt	50-63	
Police Chief	Mgmt	Exempt	50-63	
Public Works Director/City Engineer	Mgmt	Exempt	50-63	
Recreation Director	Mgmt	Exempt	50-63	
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	5,140	5,397	5,667	5,951	6,248	61,685	64,769	68,007	71,408	74,978
21	5,266	5,529	5,806	6,096	6,401	63,190	66,349	69,667	73,150	76,807
22	5,397	5,667	5,951	6,248	6,561	64,769	68,008	71,408	74,979	78,728
23	5,529	5,806	6,096	6,401	6,721	66,349	69,666	73,149	76,807	80,647
24	5,667	5,951	6,248	6,561	6,889	68,007	71,408	74,978	78,727	82,663
25	5,806	6,096	6,401	6,721	7,057	69,667	73,150	76,808	80,648	84,680
26	5,951	6,248	6,561	6,889	7,233	71,409	74,979	78,728	82,664	86,797
27	6,096	6,401	6,721	7,057	7,409	73,149	76,806	80,646	84,679	88,913
28	6,248	6,561	6,889	7,233	7,595	74,977	78,726	82,663	86,796	91,136
29	6,401	6,721	7,057	7,409	7,780	76,806	80,646	84,679	88,913	93,358
30	6,561	6,889	7,233	7,595	7,974	78,726	82,663	86,796	91,136	95,692
31	6,721	7,057	7,409	7,780	8,169	80,646	84,679	88,913	93,358	98,026
32	6,889	7,233	7,595	7,974	8,373	82,663	86,796	91,136	95,692	100,477
33	7,057	7,409	7,780	8,169	8,577	84,679	88,913	93,358	98,026	102,928
34	7,233	7,595	7,974	8,373	8,792	86,796	91,135	95,692	100,477	105,501
35	7,409	7,780	8,169	8,577	9,006	88,914	93,359	98,027	102,929	108,075
36	7,595	7,974	8,373	8,792	9,231	91,136	95,693	100,478	105,502	110,777
37	7,780	8,169	8,577	9,006	9,457	93,360	98,028	102,929	108,076	113,480
38	7,975	8,373	8,792	9,231	9,693	95,694	100,479	105,503	110,778	116,317
39	8,169	8,577	9,006	9,457	9,929	98,027	102,928	108,075	113,479	119,153
40	8,373	8,792	9,231	9,693	10,178	100,478	105,502	110,777	116,316	122,131
41	8,577	9,006	9,457	9,929	10,426	102,928	108,075	113,479	119,153	125,110
42	8,792	9,231	9,693	10,178	10,686	105,502	110,777	116,316	122,131	128,238
43	9,006	9,457	9,929	10,426	10,947	108,075	113,479	119,153	125,110	131,366
44	9,231	9,693	10,178	10,686	11,221	110,777	116,316	122,131	128,238	134,650
45	9,457	9,929	10,426	10,947	11,494	113,479	119,152	125,110	131,366	137,934
46	9,693	10,178	10,686	11,221	11,782	116,316	122,131	128,238	134,650	141,382
47	9,929	10,426	10,947	11,494	12,069	119,152	125,110	131,366	137,934	144,831
48	10,178	10,686	11,221	11,782	12,371	122,131	128,238	134,650	141,382	148,451
49	10,426	10,947	11,494	12,069	12,673	125,110	131,366	137,934	144,831	152,072
50	10,686	11,221	11,782	12,371	12,989	128,238	134,650	141,382	148,451	155,874
51	10,947	11,494	12,069	12,673	13,306	131,366	137,934	144,830	152,072	159,676
52	11,221	11,782	12,371	12,989	13,639	134,650	141,382	148,451	155,874	163,667
53	11,494	12,069	12,673	13,306	13,972	137,934	144,830	152,072	159,676	167,659
54	11,782	12,371	12,989	13,639	14,321	141,382	148,451	155,874	163,667	171,851
55	12,069	12,673	13,306	13,972	14,670	144,830	152,072	159,676	167,659	176,042
56	12,371	12,989	13,639	14,321	15,037	148,451	155,874	163,667	171,851	180,443
57	12,673	13,306	13,972	14,670	15,404	152,072	159,675	167,659	176,042	184,844
58	12,989	13,639	14,321	15,037	15,789	155,874	163,667	171,851	180,443	189,465
59	13,314	13,980	14,679	15,413	16,184	159,771	167,759	176,147	184,954	194,202
60	13,647	14,329	15,046	15,798	16,588	163,765	171,953	180,551	189,578	199,057
61	13,988	14,688	15,422	16,193	17,003	167,859	176,252	185,064	194,318	204,034
62	14,338	15,055	15,808	16,598	17,428	172,055	180,658	189,691	199,176	209,134
63	14,696	15,431	16,203	17,013	17,864	176,357	185,175	194,433	204,155	214,363
64	15,064	15,817	16,608	17,438	18,310	180,766	189,804	199,294	209,259	219,722

<p>(1) Monthly Rate adopted by resolution. Annual COLA, from other group MOUs or CPI, results are rounded to whole dollar, except for CM Position.</p> <p>(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)</p>	<p>(2) Annual Rate - Monthly multiplied by 12. Entered into Payroll for Calculation of Payroll Rates.</p>
---	---

City of Calistoga
Salary Schedule - FY 20-21 (Effective 01/01/21)

Applicable Groups(s)

Calistoga Police Officers Association (CPOA)

Effective Date(s) and Changes

MOU - 01/01/2019 to 12/31/2021

Dates	7/1/2006	1/1/2007	7/1/2007	1/1/2008	7/1/2008	1/1/2009	1/1/2010	11/1/2011	1/1/2015
What	Fixed	Fixed % & Disp/Disp Supvr	Fixed	Fixed % & Disp/Disp Supvr	Fixed	Fixed	Fixed	Fixed & new Step changes	Fixed
Percentage Fixed	2.00%	2.00%	2.00%	2.00%	2.00%	1.80%	0.00%	0.00%	3.00%
Percentage Dispatcher Equity		2.00%		2.00%					3.00%

Position Title	Range
Police Officer	29
Police Corporal	31
Sergeant	36
Dispatch Supervisor	25
Dispatcher	19
Community Services Officer	19

Percentage Fixed

1/1/2016	1/1/2017	1/1/2018	1/1/2019	1/1/2020	1/1/2021
Fixed & Koff Study Adopted	Fixed	Fixed	Fixed Resolution 2019-004	Fixed Resolution 2019-004	Fixed Resolution 2019-004
3.00%	3.00%	3.00%	4.00%	3.00%	3.00%

Range #	Monthly Effective January 1, 2021					Annual Calculation (2)					Hourly Payroll (3)				
	Monthly Adopted (1)					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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
29	6,463	6,786	7,125	7,481	7,855	77,556	81,432	85,500	89,772	94,260	37.29	39.15	41.11	43.16	45.32
31	6,786	7,125	7,481	7,855	8,247	81,432	85,500	89,772	94,260	98,964	39.15	41.11	43.16	45.32	47.58
36	7,668	8,052	8,453	8,878	9,322	92,016	96,624	101,436	106,536	111,864	44.24	46.46	48.77	51.22	53.79
19	5,065	5,316	5,583	5,863	6,154	60,780	63,792	66,996	70,356	73,848	29.23	30.67	32.21	33.83	35.51
25	5,863	6,154	6,463	6,786	7,125	70,356	73,848	77,556	81,432	85,500	33.83	35.51	37.29	39.15	41.11

(1) Monthly Rate adopted by resolution adopting the Memorandum of Understanding

(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 up to nearest cent. (Daily rates calculated at 8 hours)

City of Calistoga
Salary Schedule - FY 20-21 (Effective 01/01/21)

Calistoga Professional Firefighters Association (CPFA)
MOU 01/01/19 to 12/31/21

Positions Covered

Position Title	Range	Schedule/Hours			
Fire Captain	36	24 hrs/day		56 Hrs/wk	2920 hrs/yr
Fire Engineer	32	24 hrs/day		56 Hrs/wk	2920 hrs/yr
Fire Fighter	28	24 hrs/day		56 Hrs/wk	2920 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			

Effective January 1, 2021	3%

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
28	6,309	6,624	6,956	7,303	7,668	75,707	79,492	83,466	87,640	92,022	26.00	27.30	28.66	30.10	31.60
32	6,955	7,303	7,668	8,052	8,454	83,465	87,638	92,020	96,621	101,452	28.58	30.01	31.51	33.09	34.74
36	7,669	8,053	8,455	8,878	9,322	92,033	96,634	101,466	106,539	111,866	31.52	33.09	34.75	36.49	38.31

City of Calistoga
Salary Schedule - FY 20-21 (Effective 01/01/21)

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	1/1/2020	1/1/2021
Fixed Per Resolution 2016-013	Fixed Per Resolution 2016-013	Fixed Per Resolution 2016-013	Fixed Per Resolution 2016-013	Fixed Per Resolution 2019-021	Fixed Per Resolution 2019-021
3.00%	3.00%	3.00%	4.00%	3.00%	3.00%

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 20-21 (Effective 01/01/21)

Calistoga Public Employees Association (CPEA)

Range	Applicable Groups(s)					Annual Calculation (2)										Hourly Payroll (3)				
	January 1, 2021 Monthly 3.00% Fixed					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
	Step 1	Step 2	Step 3	Step 4	Step 5															
1	3,664	3,847	4,040	4,241	4,454	43,968	46,166	48,474	50,898	53,443	21.14	22.20	23.30	24.47	25.69					
2	3,701	3,886	4,080	4,284	4,498	44,407	46,628	48,959	51,407	53,977	21.35	22.42	23.54	24.71	25.95					
3	3,738	3,924	4,121	4,327	4,543	44,851	47,094	49,449	51,921	54,517	21.56	22.64	23.77	24.96	26.21					
4	3,775	3,964	4,162	4,370	4,589	45,300	47,565	49,943	52,440	55,062	21.78	22.87	24.01	25.21	26.47					
5	3,813	4,003	4,204	4,414	4,634	45,753	48,040	50,443	52,965	55,613	22.00	23.10	24.25	25.46	26.74					
6	3,851	4,043	4,246	4,458	4,681	46,210	48,521	50,947	53,494	56,169	22.22	23.33	24.49	25.72	27.00					
7	3,889	4,084	4,288	4,502	4,728	46,672	49,006	51,456	54,029	56,731	22.44	23.56	24.74	25.98	27.27					
8	3,928	4,125	4,331	4,547	4,775	47,139	49,496	51,971	54,570	57,298	22.66	23.80	24.99	26.24	27.55					
9	3,968	4,166	4,374	4,593	4,823	47,611	49,991	52,491	55,115	57,871	22.89	24.03	25.24	26.50	27.82					
10	4,067	4,270	4,484	4,708	4,943	48,801	51,241	53,803	56,493	59,318	23.46	24.63	25.87	27.16	28.52					
11	4,166	4,374	4,593	4,823	5,064	49,991	52,491	55,115	57,871	60,765	24.03	25.24	26.50	27.82	29.21					
12	4,270	4,484	4,708	4,943	5,190	51,241	53,803	56,493	59,318	62,284	24.63	25.87	27.16	28.52	29.94					
13	4,374	4,593	4,823	5,064	5,317	52,491	55,115	57,871	60,765	63,803	25.24	26.50	27.82	29.21	30.67					
14	4,484	4,708	4,943	5,190	5,450	53,803	56,493	59,318	62,284	65,398	25.87	27.16	28.52	29.94	31.44					
15	4,593	4,823	5,064	5,317	5,583	55,115	57,871	60,765	63,803	66,993	26.50	27.82	29.21	30.67	32.21					
16	4,708	4,943	5,190	5,450	5,722	56,493	59,318	62,284	65,398	68,668	27.16	28.52	29.94	31.44	33.01					
17	4,823	5,064	5,317	5,583	5,862	57,871	60,765	63,803	66,993	70,343	27.82	29.21	30.67	32.21	33.82					
18	4,943	5,190	5,450	5,722	6,008	59,318	62,284	65,398	68,668	72,101	28.52	29.94	31.44	33.01	34.66					
19	5,064	5,317	5,583	5,862	6,155	60,765	63,803	66,993	70,343	73,860	29.21	30.67	32.21	33.82	35.51					
20	5,190	5,450	5,722	6,008	6,309	62,284	65,398	68,668	72,101	75,706	29.94	31.44	33.01	34.66	36.40					
21	5,317	5,583	5,862	6,155	6,463	63,803	66,993	70,343	73,860	77,553	30.67	32.21	33.82	35.51	37.28					
22	5,450	5,722	6,008	6,309	6,624	65,398	68,668	72,101	75,706	79,491	31.44	33.01	34.66	36.40	38.22					
23	5,583	5,862	6,155	6,463	6,786	66,993	70,343	73,860	77,553	81,430	32.21	33.82	35.51	37.28	39.15					
24	5,722	6,008	6,309	6,624	6,956	68,668	72,101	75,706	79,491	83,466	33.01	34.66	36.40	38.22	40.13					
25	5,862	6,155	6,463	6,786	7,125	70,343	73,860	77,553	81,430	85,502	33.82	35.51	37.28	39.15	41.11					
26	6,008	6,309	6,624	6,956	7,303	72,101	75,706	79,491	83,466	87,639	34.66	36.40	38.22	40.13	42.13					
27	6,155	6,463	6,786	7,125	7,481	73,860	77,553	81,430	85,502	89,777	35.51	37.28	39.15	41.11	43.16					
28	6,309	6,624	6,956	7,303	7,668	75,706	79,491	83,466	87,639	92,021	36.40	38.22	40.13	42.13	44.24					
29	6,463	6,786	7,125	7,481	7,855	77,553	81,430	85,502	89,777	94,266	37.28	39.15	41.11	43.16	45.32					
30	6,624	6,956	7,303	7,668	8,052	79,491	83,466	87,639	92,021	96,622	38.22	40.13	42.13	44.24	46.45					
31	6,786	7,125	7,481	7,855	8,248	81,430	85,502	89,777	94,266	98,979	39.15	41.11	43.16	45.32	47.59					
32	6,956	7,303	7,668	8,052	8,454	83,466	87,639	92,021	96,622	101,453	40.13	42.13	44.24	46.45	48.78					
33	7,125	7,481	7,855	8,248	8,661	85,502	89,777	94,266	98,979	103,928	41.11	43.16	45.32	47.59	49.97					
34	7,303	7,668	8,052	8,454	8,877	87,639	92,021	96,622	101,453	106,526	42.13	44.24	46.45	48.78	51.21					
35	7,481	7,855	8,248	8,661	9,094	89,777	94,266	98,979	103,928	109,124	43.16	45.32	47.59	49.97	52.46					
36	7,668	8,052	8,454	8,877	9,321	92,021	96,622	101,453	106,526	111,852	44.24	46.45	48.78	51.21	53.78					
37	7,855	8,248	8,661	9,094	9,548	94,266	98,979	103,928	109,124	114,581	45.32	47.59	49.97	52.46	55.09					
38	8,052	8,454	8,877	9,321	9,787	96,622	101,453	106,526	111,852	117,445	46.45	48.78	51.21	53.78	56.46					
39	8,248	8,661	9,094	9,548	10,026	98,979	103,928	109,124	114,581	120,310	47.59	49.97	52.46	55.09	57.84					
40	8,454	8,877	9,321	9,787	10,276	101,453	106,526	111,852	118,585	123,317	48.78	51.21	53.78	57.01	59.29					

Non-Represented Part-Time Employees
--

Salary Schedule FY 20-21

Position Title	Hourly Salary Schedule				
	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Aide	\$14.00	\$14.70	\$15.44	\$16.21	\$17.02
Coach/Referee	\$14.00	\$14.70	\$15.44	\$16.21	\$17.02
Office Assistant I	\$14.00	\$14.70	\$15.44	\$16.21	\$17.02
Parking Enforcement Officer	\$14.00	\$14.70	\$15.44	\$16.21	\$17.02
Recreation Aide	\$14.00	\$14.70	\$15.44	\$16.21	\$17.02
Swim Instructor I	\$14.00	\$14.70	\$15.44	\$16.21	\$17.02
Office Assistant II	\$14.63	\$15.06	\$15.81	\$16.60	\$17.43
Life Guard I	\$15.27	\$16.03	\$16.84	\$17.68	\$18.56
Recreation Leader	\$15.27	\$16.03	\$16.84	\$17.68	\$18.56
Speciality Instructor I	\$15.27	\$16.03	\$16.84	\$17.68	\$18.56
Operator-in-Training	\$15.50	\$16.28	\$17.09	\$17.94	\$18.84
Water Conservation Specialist	\$15.50	\$16.28	\$17.09	\$17.94	\$18.84
Head Life Guard	\$16.27	\$17.08	\$17.94	\$18.83	\$19.78
Swim Instructor II	\$16.27	\$17.08	\$17.94	\$18.83	\$19.78
Facility Attendant (Closing)	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00
Facility Attendant (Opening)	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00
Pool Manager	\$17.27	\$18.13	\$19.04	\$19.99	\$20.99
Senior Recreation Leader	\$17.27	\$18.13	\$19.04	\$19.99	\$20.99
Speciality Instructor II	\$17.27	\$18.13	\$19.04	\$19.99	\$20.99
Police Officer Trainee	\$17.88	\$17.88	\$17.88	\$17.88	\$17.88
Firefighter	\$22.46	\$23.65	\$24.89	\$26.19	\$27.58
Recreation Coordinator	\$24.64	\$25.87	\$27.16	\$28.52	\$29.95
Water Conservation Manager	\$24.64	\$25.87	\$27.17	\$28.52	\$29.95
Accounting Assistant	\$25.48	\$26.76	\$28.09	\$29.50	\$30.97
Fire Engineer	\$25.83	\$27.12	\$28.48	\$29.90	\$31.40
Fire Captain	\$27.47	\$28.84	\$30.28	\$31.80	\$33.39
Accountant	\$28.00	\$29.40	\$30.87	\$32.41	\$34.03
Police Dispatcher	\$29.23	\$30.67	\$32.21	\$33.83	\$35.51