

RESOLUTION NO. 2021-055

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CALISTOGA, COUNTY OF NAPA, STATE OF CALIFORNIA, AUTHORIZING THE ACTING CITY MANAGER TO RECRUIT ADDITIONAL WATER CONSERVATION STAFF FOR THE PUBLIC WORKS DEPARTMENT AND AUTHORIZE ADDITIONAL FUNDING IN THE AMOUNT OF \$95,000 AS A BUDGET ADJUSTMENT TO THE WATER CONSERVATION FUND

WHEREAS, On April 6, 2021, the City Council adopted the Resolution declaring a Stage II Water Emergency, including mandatory water conservation measures: and

WHEREAS, Calistoga's water use in May 2021 did not reduce by the goal of 20% in water demands, required by the stage II emergency; and

WHEREAS, the Public Works Department is requesting one additional full-time staff and one additional part time water conservation staff to run the program; and

WHEREAS, the additional water conservation staff will assist with implementation of the conservation program. The staff was previously hired for approximately a year to provide public outreach, assist with water audits, provide conservation kits, manage rebates for water efficient washers, toilets and "cash for grass" programs or water efficient landscaping (WEL) rebate programs; and

WHEREAS, additionally, the program is anticipating the need for additional rebate funds in the amount of \$30,000 to encourage the community to convert toilets, washers, and reduce irrigation demands and is requesting additional monies to further reduce the communities water consumption; and

WHEREAS, a budget adjustment is being requested totaling \$95,000 from the water enterprise funds to increase the Water Conservation budget. This will be made up of additional staff costs for six months at a cost of \$65,000 (account #:02-4135-4301 and 4308), and an additional \$30,000 for account # 02-4135-4808 to increase rebate program.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CALISTOGA DOES HEREBY find the following:

1. The City Council of the City of Calistoga hereby approves the recruitment of additional water conservation staff and additional funding for rebates.
2. The City Council hereby authorizes the Acting City Manager to recruit additional water conservation staff for the public works department and additional funding for \$95,000 in budget adjustments to the water conservation fund.
3. Adds the Water Conservation Technician position to the Calistoga Public Employees Association Y-Rated Salary Schedule, Range 15.

PASSED, APPROVED AND ADOPTED this 6th day of July 2021. I, **MARNI RITTBURG, CITY CLERK OF THE CITY OF CALISTOGA**, HEREBY CERTIFY the foregoing resolution was introduced and passed at a regular meeting of the Calistoga City Council by the following roll call 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) 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
Building Inspector	28
Maintenance Technician I	15
Maintenance Technician II	19
Permit Technician	19
Senior Accounting Assistant	20
Senior Maintenance Technician	24
Senior Plant Operator	28
Water Conservation Technician	15

01/01/16	1/1/2017	1/1/2018	1/1/2019	1/1/2020	1/1/2020
Fixed Per Resolution 2016-004	Fixed Per Resolution 2016-004	Fixed Per Resolution 2016-004	Per Resolution 2019-021	Per Resolution 2019-021	Per Resolution 2019-021
3.00%	3.00%	3.00%	3.00%	3.00%	3.00%

**City of Calistoga
Salary Schedule - FY 20-21 (Effective 01/01/21) Y-Rated Employees**

Range	Applicable Groups(s)					Calistoga Public Employees Association (CPEA)									
	January 1, 2021 Monthly 3.00% 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	3,523	3,699	3,884	4,078	4,282	42,277	44,390	46,610	48,940	51,387	20.33	21.34	22.41	23.53	24.71
2	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
3	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
4	3,630	3,811	4,002	4,202	4,412	43,558	45,735	48,022	50,423	52,944	20.94	21.99	23.09	24.24	25.45
5	3,666	3,849	4,042	4,244	4,456	43,993	46,193	48,502	50,928	53,474	21.15	22.21	23.32	24.48	25.71
6	3,703	3,888	4,082	4,286	4,501	44,433	46,655	48,987	51,437	54,009	21.36	22.43	23.55	24.73	25.97
7	3,740	3,927	4,123	4,329	4,546	44,877	47,121	49,477	51,951	54,549	21.58	22.65	23.79	24.98	26.23
8	3,777	3,966	4,164	4,373	4,591	45,326	47,592	49,972	52,471	55,094	21.79	22.88	24.02	25.23	26.49
9	3,815	4,006	4,206	4,416	4,637	45,779	48,068	50,472	52,995	55,645	22.01	23.11	24.27	25.48	26.75
10	3,910	4,106	4,311	4,527	4,753	46,924	49,270	51,734	54,320	57,036	22.56	23.69	24.87	26.12	27.42
11	4,006	4,206	4,416	4,637	4,869	48,068	50,472	52,995	55,645	58,427	23.11	24.27	25.48	26.75	28.09
12	4,106	4,311	4,527	4,753	4,991	49,270	51,734	54,320	57,036	59,888	23.69	24.87	26.12	27.42	28.79
13	4,206	4,416	4,637	4,869	5,112	50,472	52,995	55,645	58,427	61,349	24.27	25.48	26.75	28.09	29.49
14	4,311	4,527	4,753	4,991	5,240	51,734	54,320	57,036	59,888	62,883	24.87	26.12	27.42	28.79	30.23
15	4,416	4,637	4,869	5,112	5,368	52,995	55,645	58,427	61,349	64,416	25.48	26.75	28.09	29.49	30.97
16	4,527	4,753	4,991	5,240	5,502	54,320	57,036	59,888	62,883	66,027	26.12	27.42	28.79	30.23	31.74
17	4,637	4,869	5,112	5,368	5,636	55,645	58,427	61,349	64,416	67,637	26.75	28.09	29.49	30.97	32.52
18	4,753	4,991	5,240	5,502	5,777	57,036	59,888	62,883	66,027	69,328	27.42	28.79	30.23	31.74	33.33
19	4,869	5,112	5,368	5,636	5,918	58,427	61,349	64,416	67,637	71,019	28.09	29.49	30.97	32.52	34.14
20	4,991	5,240	5,502	5,777	6,066	59,888	62,883	66,027	69,328	72,794	28.79	30.23	31.74	33.33	35.00
21	5,112	5,368	5,636	5,918	6,214	61,349	64,416	67,637	71,019	74,570	29.49	30.97	32.52	34.14	35.85
22	5,240	5,502	5,777	6,066	6,370	62,883	66,027	69,328	72,794	76,434	30.23	31.74	33.33	35.00	36.75
23	5,368	5,636	5,918	6,214	6,525	64,416	67,637	71,019	74,570	78,298	30.97	32.52	34.14	35.85	37.64
24	5,502	5,777	6,066	6,370	6,688	66,027	69,328	72,794	76,434	80,256	31.74	33.33	35.00	36.75	38.58
25	5,636	5,918	6,214	6,525	6,851	67,637	71,019	74,570	78,298	82,213	32.52	34.14	35.85	37.64	39.53
26	5,777	6,066	6,370	6,688	7,022	69,328	72,794	76,434	80,256	84,269	33.33	35.00	36.75	38.58	40.51
27	5,918	6,214	6,525	6,851	7,194	71,019	74,570	78,298	82,213	86,324	34.14	35.85	37.64	39.53	41.50
28	6,066	6,370	6,688	7,022	7,373	72,794	76,434	80,256	84,269	88,482	35.00	36.75	38.58	40.51	42.54
29	6,214	6,525	6,851	7,194	7,553	74,570	78,298	82,213	86,324	90,640	35.85	37.64	39.53	41.50	43.58
30	6,370	6,688	7,022	7,373	7,742	76,434	80,256	84,269	88,482	92,906	36.75	38.58	40.51	42.54	44.67
31	6,525	6,851	7,194	7,553	7,931	78,298	82,213	86,324	90,640	95,172	37.64	39.53	41.50	43.58	45.76
32	6,688	7,022	7,373	7,742	8,129	80,256	84,269	88,482	92,906	97,551	38.58	40.51	42.54	44.67	46.90
33	6,851	7,194	7,553	7,931	8,328	82,213	86,324	90,640	95,172	99,931	39.53	41.50	43.58	45.76	48.04
34	7,022	7,373	7,742	8,129	8,536	84,269	88,482	92,906	97,551	102,429	40.51	42.54	44.67	46.90	49.24
35	7,194	7,553	7,931	8,328	8,744	86,324	90,640	95,172	99,931	104,927	41.50	43.58	45.76	48.04	50.45
36	7,373	7,742	8,129	8,536	8,963	88,482	92,906	97,551	102,429	107,550	42.54	44.67	46.90	49.24	51.71
37	7,553	7,931	8,328	8,744	9,181	90,640	95,172	99,931	104,927	110,174	43.58	45.76	48.04	50.45	52.97
38	7,742	8,129	8,536	8,963	9,411	92,906	97,551	102,429	107,550	112,928	44.67	46.90	49.24	51.71	54.29
39	7,931	8,328	8,744	9,181	9,640	95,172	99,931	104,927	110,174	115,682	45.76	48.04	50.45	52.97	55.62
40	8,129	8,536	8,963	9,411	9,881	97,551	102,429	107,550	112,928	118,574	46.90	49.24	51.71	54.29	57.01