

Classification	Date	Unit	Monthly-1	Monthly-2	Monthly-3	Monthly-4	Monthly-5	Hourly-1	Hourly-2	Hourly-3	Hourly-4	Hourly-5	FLSA
Accountant	2023-12-24	CPEA	\$7,045.22	\$7,397.49	\$7,767.36	\$8,155.73	\$8,563.52	\$40.6455	\$42.6778	\$44.8117	\$47.0523	\$49.4049	Non-Exempt
Accounting Assistant	2023-12-24	CPEA	\$5,052.85	\$5,305.65	\$5,570.44	\$5,849.40	\$6,141.44	\$29.1511	\$30.6095	\$32.1372	\$33.7465	\$35.4314	Non-Exempt
Administrative Aide	2023-01-01	UTE						\$16.00	\$16.78	\$17.59	\$18.44	\$19.34	Non-Exempt
Administrative Assistant	2023-12-24	CPEA	\$5,438.59	\$5,709.92	\$5,995.42	\$6,295.08	\$6,610.00	\$31.3765	\$32.9418	\$34.5890	\$36.3178	\$38.1346	Non-Exempt
Administrative Services Director	2023-12-24	UEM	\$15,644.67				\$19,015.86	\$90.2577				\$109.7069	Exempt
Administrative Services Technician	2023-12-24	CPEA	\$5,849.40	\$6,141.44	\$6,448.73	\$6,771.27	\$7,110.16	\$33.7465	\$35.4314	\$37.2042	\$39.0650	\$41.0202	Non-Exempt
Assistant City Manager	2023-12-24	UEM	\$16,847.71				\$20,478.46	\$97.1983				\$118.1450	Exempt
Assistant Engineer	2023-12-24	CPEA	\$7,839.16	\$8,230.35	\$8,642.25	\$9,074.86	\$9,528.16	\$45.2259	\$47.4828	\$49.8591	\$52.3550	\$54.9702	Non-Exempt
Assistant Planner	2023-12-24	CPEA	\$7,763.97	\$8,151.90	\$8,559.44	\$8,987.68	\$9,437.72	\$44.7921	\$47.0302	\$49.3814	\$51.8520	\$54.4484	Non-Exempt
Associate Civil Engineer	2023-12-24	UMM	\$8,918.77	\$9,364.76	\$9,832.38	\$10,324.72	\$10,840.75	\$51.4544	\$54.0275	\$56.7253	\$59.5657	\$62.5428	Exempt
Associate Planner	2023-12-24	CPEA	\$8,559.44	\$8,987.68	\$9,437.72	\$9,909.55	\$10,404.26	\$49.3814	\$51.8520	\$54.4484	\$57.1705	\$60.0246	Non-Exempt
Building Inspector	2023-12-24	CPEA	\$6,941.26	\$7,287.78	\$7,651.73	\$8,034.21	\$8,436.30	\$40.0457	\$42.0449	\$44.1446	\$46.3512	\$48.6710	Non-Exempt
Building Official	2023-12-24	UMM	\$10,324.72	\$10,840.75	\$11,383.56	\$11,952.12	\$12,549.52	\$59.5657	\$62.5428	\$65.6744	\$68.9545	\$72.4011	Exempt
Chief Plant Operator (Water & Wastewater)	2023-12-24	CPEA	\$8,810.49	\$9,251.71	\$9,713.61	\$10,199.63	\$10,709.79	\$50.8298	\$53.3753	\$56.0401	\$58.8440	\$61.7873	Non-Exempt
City Clerk	2023-12-24	UMM	\$9,599.60	\$10,078.55	\$10,583.25	\$11,112.67	\$11,666.81	\$55.3823	\$58.1455	\$61.0572	\$64.1116	\$67.3085	Exempt
City Manager	2022-08-02	UCM					\$20,848.00					\$120.2769	Exempt
Coach/Referee	2023-01-01	UTE						\$16.00	\$16.78	\$17.59	\$18.44	\$2,024.00	Non-Exempt
Code Enforcement Officer	2023-12-24	UMM	\$6,655.86	\$6,989.58	\$7,339.78	\$7,703.37	\$8,090.65	\$38.3992	\$40.3245	\$42.3449	\$44.4425	\$46.6768	Non-Exempt
Councilmember	1986-05-20	Elected					\$200.00						Exempt
Community Service Officer	2024-07-01	CPOA	\$5,794.92	\$6,082.59	\$6,387.70	\$6,708.07	\$7,041.51	\$33.4322	\$35.0919	\$36.8521	\$38.7004	\$40.6241	Non-Exempt
Deputy City Clerk	2023-12-24	UMM	\$7,704.40	\$8,089.62	\$8,494.41	\$8,918.77	\$9,364.76	\$44.4485	\$46.6709	\$49.0062	\$51.4544	\$54.0275	Exempt
Deputy City Manager	2024-07-01	UEM	\$15,644.67				\$19,015.86	\$90.2577				\$109.7069	Exempt
Deputy Finance Director	2023-12-24	UMM	\$11,498.16	\$12,073.06	\$12,676.71	\$13,310.55	\$13,976.07	\$66.3355	\$69.6523	\$73.1349	\$76.7916	\$80.6312	Exempt
Deputy Public Works Director	2023-12-24	UMM	\$11,383.56	\$11,952.12	\$12,549.52	\$13,176.79	\$13,835.99	\$65.6744	\$68.9545	\$72.4011	\$76.0199	\$79.8230	Exempt
Executive Assistant to the City Manager	2023-12-24	UMM	\$5,893.66	\$6,186.18	\$6,497.24	\$6,821.69	\$7,162.62	\$34.0019	\$35.6895	\$37.4841	\$39.3559	\$41.3228	Non-Exempt
Facility Attendant	2023-01-01	UTE										\$18.08	Non-Exempt
Fairgrounds Revitalization Director	2024-02-01	UEM	\$15,644.67				\$19,015.86	\$90.2577				\$109.7069	Exempt
Fire Captain	2023-12-24	CPFA	\$8,775.19	\$9,213.24	\$9,674.18	\$10,158.00	\$10,665.79	\$36.1615	\$37.9666	\$39.8661	\$41.8599	\$43.9524	Non-Exempt
Fire Captain	2023-01-01	UTE						\$30.57	\$32.10	\$33.71	\$35.40	\$37.17	Non-Exempt
Fire Chief	2023-12-24	UEM	\$16,847.71				\$20,478.46	\$97.1983				\$118.1450	Exempt
Fire Engineer	2023-12-24	CPFA	\$7,957.93	\$8,355.67	\$8,774.10	\$9,212.15	\$9,673.09	\$32.7937	\$34.4327	\$36.1570	\$37.9622	\$39.8616	Non-Exempt
Fire Engineer	2023-01-01	UTE						\$28.75	\$30.19	\$31.70	\$33.29	\$34.95	Non-Exempt
Fire Fighter	2023-12-24	CPFA	\$7,218.04	\$7,579.81	\$7,957.93	\$8,355.67	\$8,774.10	\$29.7447	\$31.2355	\$32.7937	\$34.4327	\$36.1570	Non-Exempt
Fire Fighter	2023-01-01	UTE						\$24.99	\$26.24	\$27.55	\$28.93	\$30.38	Non-Exempt
Head Lifeguard	2023-01-01	UTE						\$17.65	\$18.53	\$19.46	\$20.43	\$21.45	Non-Exempt
Human Resources/Finance Specialist	2023-12-24	UMM	\$7,339.78	\$7,703.37	\$8,087.56	\$8,492.35	\$8,919.80	\$42.3449	\$44.4425	\$46.6590	\$48.9943	\$51.4604	Non-Exempt
Human Resources Manager	2023-12-24	UMM	\$9,831.97	\$10,323.57	\$10,839.74	\$11,381.73	\$11,950.81	\$56.7229	\$59.5591	\$62.5370	\$65.6638	\$68.9470	Exempt
Lifeguard I	2023-01-01	UTE						\$16.56	\$17.39	\$18.26	\$19.17	\$20.13	Non-Exempt
Maintenance Superintendent	2023-12-24	UMM	\$9,561.49	\$10,039.41	\$10,541.02	\$11,068.38	\$11,621.49	\$55.1624	\$57.9197	\$60.8136	\$63.8560	\$67.0471	Exempt
Maintenance Technician I	2023-12-24	CPEA	\$5,052.85	\$5,305.65	\$5,570.44	\$5,849.40	\$6,141.44	\$29.1511	\$30.6095	\$32.1372	\$33.7465	\$35.4314	Non-Exempt
Maintenance Technician II	2023-12-24	CPEA	\$5,570.44	\$5,849.40	\$6,141.44	\$6,448.73	\$6,771.27	\$32.1372	\$33.7465	\$35.4314	\$37.2042	\$39.0650	Non-Exempt
Management Analyst I	2023-12-24	UMM	\$7,521.06	\$7,897.01	\$8,292.53	\$8,705.56	\$9,141.25	\$43.3907	\$45.5597	\$47.8415	\$50.2244	\$52.7380	Exempt
Management Analyst II	2023-12-24	UMM	\$8,705.56	\$9,141.25	\$9,599.60	\$10,078.55	\$10,583.25	\$50.2244	\$52.7380	\$55.3823	\$58.1455	\$61.0572	Exempt
Mayor	1986-05-20	Elected					\$200.00						Exempt
Non-Classified Employee-Professional/Technical	2023-01-01	UTE						\$16.00				\$150.00	See Note 3
Office Assistant I	2023-01-01	UTE						\$16.00	\$16.78	\$17.59	\$18.44	\$19.34	Non-Exempt
Office Assistant II	2023-01-01	UTE						\$17.09	\$17.94	\$18.84	\$19.78	\$20.77	Non-Exempt
Operator-in-Training	2023-01-01	UTE							step 5 is set at 20% below a Plant Operator I step 1				Non-Exempt
Parks & Recreation Director	2023-12-24	UEM	\$15,644.67				\$19,015.86	\$90.2577				\$109.7069	Exempt
Permit Technician	2023-12-24	CPEA	\$5,833.20	\$6,125.32	\$6,431.13	\$6,752.91	\$7,090.67	\$33.6531	\$35.3384	\$37.1027	\$38.9591	\$40.9077	Non-Exempt
Planning & Building Director	2023-12-24	UEM	\$15,644.67				\$19,015.86	\$90.2577				\$109.7069	Exempt
Plant Operator I	2023-12-24	CPEA	\$6,437.95	\$6,759.25	\$7,097.10	\$7,452.66	\$7,824.77	\$37.1420	\$38.9957	\$40.9448	\$42.9961	\$45.1429	Non-Exempt

Plant Operator II	2023-12-24	CPEA	\$7,270.75	\$7,634.58	\$8,016.13	\$8,416.59	\$8,837.12	\$41.9466	\$44.0457	\$46.2469	\$48.5573	\$50.9834	Non-Exempt
Police Chief	2023-12-24	UEM	\$16,847.71				\$20,478.46	\$97.1983				\$118.1450	Exempt
Police Lieutenant	2023-12-24	UMM	\$11,952.12	\$12,549.52	\$13,176.79	\$13,835.99	\$14,527.12	\$68.9545	\$72.4011	\$76.0199	\$79.8230	\$83.8103	Exempt
Police Officer	2023-12-24	CPOA	\$7,359.69	\$7,727.35	\$8,113.45	\$8,519.07	\$8,945.29	\$42.4598	\$44.5809	\$46.8084	\$49.1485	\$51.6074	Non-Exempt
Police Officer Trainee	2023-01-01	UTE							step 5 is set at 20% below a Police Officer step 1				Non-Exempt
Police Technician	2023-01-01	UTE						\$16.00	\$16.78	\$17.59	\$18.44	\$19.34	Non-Exempt
Police Sergeant	2023-12-24	CPOA	\$8,731.64	\$9,169.79	\$9,626.38	\$10,110.08	\$10,615.48	\$50.3748	\$52.9026	\$55.5368	\$58.3274	\$61.2432	Non-Exempt
Pool Manager	2023-01-01	UTE						\$18.73	\$19.67	\$20.65	\$21.68	\$22.76	Non-Exempt
Public Safety Communications Manager	2023-12-24	UMM	\$8,066.11	\$8,500.70	\$8,935.30	\$9,369.90	\$9,804.50	\$46.5353	\$49.0425	\$51.5498	\$54.0571	\$56.5644	Exempt
Public Safety Community Services Officer	2023-12-24	CPOA	\$5,794.92	\$6,082.59	\$6,387.70	\$6,708.07	\$7,041.51	\$33.4322	\$35.0919	\$36.8521	\$38.7004	\$40.6241	Non-Exempt
Public Safety Dispatch Supervisor	2023-12-24	CPOA	\$6,708.07	\$7,041.51	\$7,394.57	\$7,763.97	\$8,151.90	\$38.7004	\$40.6241	\$42.6610	\$44.7921	\$47.0302	Non-Exempt
Public Safety Dispatcher	2023-12-24	CPOA	\$5,794.92	\$6,082.59	\$6,387.70	\$6,708.07	\$7,041.51	\$33.4322	\$35.0919	\$36.8521	\$38.7004	\$40.6241	Non-Exempt
Public Works Director/City Engineer	2023-12-24	UEM	\$15,644.67				\$19,015.86	\$90.2577				\$109.7069	Exempt
Recreation Aide	2023-01-01	UTE						\$16.00	\$16.78	\$17.59	\$18.44	\$19.34	Non-Exempt
Recreation Coordinator	2023-12-24	CPEA	\$5,254.89	\$5,517.40	\$5,792.80	\$6,082.26	\$6,386.96	\$30.3167	\$31.8312	\$33.4200	\$35.0900	\$36.8478	Non-Exempt
Recreation Manager	2024-07-01	UMM	\$9,831.97	\$10,323.57	\$10,839.74	\$11,381.73	\$11,950.81	\$56.7229	\$59.5591	\$62.5370	\$65.6638	\$68.9470	Exempt
Recreation Leader	2023-01-01	UTE						\$16.56	\$17.39	\$18.26	\$19.17	\$20.13	Non-Exempt
Senior Accounting Assistant	2023-12-24	CPEA	\$5,709.92	\$5,995.42	\$6,295.08	\$6,610.00	\$6,941.26	\$32.9418	\$34.5890	\$36.3178	\$38.1346	\$40.0457	Non-Exempt
Senior Civil Engineer	2023-12-24	UMM	\$10,078.55	\$10,258.80	\$11,112.67	\$11,666.81	\$12,250.82	\$58.1455	\$59.1854	\$64.1116	\$67.3085	\$70.6778	Exempt
Senior Maintenance Technician	2023-12-24	CPEA	\$6,592.02	\$6,921.79	\$7,268.68	\$7,631.54	\$8,012.66	\$38.0309	\$39.9334	\$41.9347	\$44.0281	\$46.2269	Non-Exempt
Senior Planner	2023-12-24	UMM	\$9,364.76	\$9,832.38	\$10,324.72	\$10,840.75	\$11,383.56	\$54.0275	\$56.7253	\$59.5657	\$62.5428	\$65.6744	Exempt
Senior Planner/Assistant to the City Manager	2023-12-24	UMM	\$10,324.72	\$10,840.75	\$11,383.56	\$11,952.12	\$12,549.52	\$59.5657	\$62.5428	\$65.6744	\$68.9545	\$72.4011	Exempt
Senior Plant Operator	2023-12-24	CPEA	\$7,973.94	\$8,369.50	\$8,790.11	\$9,229.49	\$9,691.40	\$46.0035	\$48.2856	\$50.7122	\$53.2471	\$55.9119	Non-Exempt
Senior Recreation Leader	2023-01-01	UTE						\$18.73	\$19.67	\$20.65	\$21.68	\$22.76	Non-Exempt
Speciality Instructor I	2023-01-01	UTE						\$16.56	\$17.39	\$18.26	\$19.17	\$20.13	Non-Exempt
Speciality Instructor II	2023-01-01	UTE						\$18.73	\$19.67	\$20.65	\$21.68	\$22.76	Non-Exempt
Swim Instructor I	2023-01-01	UTE						\$16.00	\$16.78	\$17.59	\$18.44	\$19.34	Non-Exempt
Swim Instructor II	2023-01-01	UTE						\$17.65	\$18.53	\$19.46	\$20.43	\$21.45	Non-Exempt
Utilities Systems Superintendent	2023-12-24	UMM	\$10,701.70	\$11,236.27	\$11,798.65	\$12,387.81	\$13,007.87	\$61.7406	\$64.8246	\$68.0691	\$71.4681	\$75.0454	Exempt
Water Conservation Manager	2023-01-01	UTE						\$27.42	\$28.79	\$30.23	\$31.74	\$33.33	Non-Exempt
Water Conservation Specialist	2023-01-01	UTE						\$17.26	\$18.12	\$19.03	\$19.98	\$20.98	Non-Exempt
Water Conservation Technician	2023-12-24	CPEA	\$5,052.85	\$5,305.65	\$5,570.44	\$5,849.40	\$6,141.44	\$29.1511	\$30.6095	\$32.1372	\$33.7465	\$35.4314	Non-Exempt

Legend

CPEA - Calistoga Public Employees Association
CPFA - Calistoga Professional Firefighters Association
CPOA - Calistoga Police Officers Association
Elected - Mayor & Councilmembers
UCM - City Manager
UEM - Unrepresented Executive Management
UMM - Unrepresented Mid-Management
UTE - Unrepresented Temporary Employee

Notes

- 1 - Hourly, except FLSA Non-Exempt fire safety, is the Yearly (Monthly x 12) divided by 2,080 hours, rounded to 4 decimal places
- 2 - Hourly FLSA Non-Exempt fire safety is the Yearly (Monthly x 12) divided by 2,912 hours (2,756 regular hours + 156 overtime hours)
- 3 - Exempt or non-exempt status under the FLSA is to be reviewed based on the assigned duties and pay; pay is at any value from the minimum to the maximum.
- 4 - A Temporary Employee working in a classification which **not listed in Group UTE** receives the same wage/salary schedule as the represented classification
- 5 - UEM classifications have a minimum and maximum rate; an employee may be at any value from the minimum to the maximum.