

Classification	Unit	Monthly-1	Monthly-2	Monthly-3	Monthly-4	Monthly-5	Hourly-1	Hourly-2	Hourly-3	Hourly-4	Hourly-5	FLSA
City Manager	UCM					\$24,384.53					\$140.6800	Exempt
Councilmember	Elected					\$950.00						Exempt
Mayor	Elected					\$1,500.00						Exempt

Classification	Unit	Monthly-1	Monthly-2	Monthly-3	Monthly-4	Monthly-5	Hourly-1	Hourly-2	Hourly-3	Hourly-4	Hourly-5	FLSA
Administrative Services Director	UEM	\$16,275.15				\$19,782.20	\$93.8951				\$114.1281	Exempt
Assistant City Manager	UEM	\$17,526.67				\$21,303.75	\$101.1154				\$122.9062	Exempt
Deputy City Manager	UEM	\$16,275.15				\$19,782.20	\$93.8951				\$114.1281	Exempt
Fairgrounds Revitalization Director	UEM	\$16,275.15				\$19,782.20	\$93.8951				\$114.1281	Exempt
Fire Chief	UEM	\$17,526.67				\$21,303.75	\$101.1154				\$122.9062	Exempt
Parks & Recreation Director	UEM	\$16,275.15				\$19,782.20	\$93.8951				\$114.1281	Exempt
Planning & Building Director	UEM	\$16,275.15				\$19,782.20	\$93.8951				\$114.1281	Exempt
Police Chief	UEM	\$17,526.67				\$21,303.75	\$101.1154				\$122.9062	Exempt
Public Works Director/City Engineer	UEM	\$16,275.15				\$19,782.20	\$93.8951				\$114.1281	Exempt

Classification	Unit	Monthly-1	Monthly-2	Monthly-3	Monthly-4	Monthly-5	Hourly-1	Hourly-2	Hourly-3	Hourly-4	Hourly-5	FLSA
Associate Civil Engineer	UMM	\$9,278.18	\$9,742.16	\$10,228.64	\$10,740.81	\$11,277.64	\$53.5280	\$56.2048	\$59.0114	\$61.9662	\$65.0633	Exempt
Building Official	UMM	\$10,740.81	\$11,277.63	\$11,842.32	\$12,433.78	\$13,055.27	\$61.9662	\$65.0633	\$68.3211	\$71.7334	\$75.3189	Exempt
City Clerk	UMM	\$9,986.47	\$10,484.73	\$11,009.75	\$11,560.51	\$12,136.99	\$57.6142	\$60.4888	\$63.5178	\$66.6952	\$70.0211	Exempt
Code Enforcement Officer	UMM	\$6,924.09	\$7,271.26	\$7,635.58	\$8,013.81	\$8,416.70	\$39.9467	\$41.9496	\$44.0514	\$46.2335	\$48.5579	Non-Exempt
Deputy City Clerk	UMM	\$8,014.89	\$8,415.63	\$8,836.73	\$9,278.19	\$9,742.17	\$46.2398	\$48.5517	\$50.9811	\$53.5280	\$56.2048	Exempt
Deputy Finance Director	UMM	\$12,079.96	\$12,683.96	\$13,318.16	\$13,984.06	\$14,683.26	\$69.6921	\$73.1767	\$76.8355	\$80.6773	\$84.7111	Exempt
Deputy Public Works Director	UMM	\$11,959.57	\$12,556.89	\$13,184.53	\$13,843.53	\$14,536.09	\$68.9975	\$72.4436	\$76.0646	\$79.8665	\$83.8620	Exempt
Executive Assistant to the City Manager	UMM	\$6,131.18	\$6,435.48	\$6,759.08	\$7,096.60	\$7,451.27	\$35.3722	\$37.1278	\$38.9947	\$40.9419	\$42.9881	Non-Exempt
Human Resources/Finance Specialist	UMM	\$7,711.18	\$8,093.16	\$8,496.79	\$8,922.06	\$9,371.14	\$44.4876	\$46.6913	\$49.0199	\$51.4734	\$54.0643	Non-Exempt
Human Resources Manager	UMM	\$10,329.47	\$10,845.95	\$11,388.24	\$11,957.64	\$12,555.52	\$59.5931	\$62.5728	\$65.7014	\$68.9864	\$72.4357	Exempt
Maintenance Superintendent	UMM	\$10,045.29	\$10,547.41	\$11,074.40	\$11,628.43	\$12,209.55	\$57.9536	\$60.8504	\$63.8908	\$67.0871	\$70.4397	Exempt
Management Analyst I	UMM	\$7,824.15	\$8,215.26	\$8,626.72	\$9,056.40	\$9,509.65	\$45.1393	\$47.3958	\$49.7695	\$52.2484	\$54.8633	Exempt
Management Analyst II	UMM	\$9,056.40	\$9,509.65	\$9,986.46	\$10,484.72	\$11,009.75	\$52.2484	\$54.8633	\$57.6142	\$60.4888	\$63.5178	Exempt
Police Lieutenant	UMM	\$12,433.78	\$13,055.26	\$13,707.81	\$14,393.58	\$15,112.56	\$71.7334	\$75.3188	\$79.0835	\$83.0399	\$87.1878	Exempt
Principal Engineer	UMM	\$11,119.01	\$11,674.96	\$12,258.71	\$12,871.65	\$13,515.23	\$64.1482	\$67.3556	\$70.7233	\$74.2595	\$77.9725	Exempt
Public Safety Communications Manager	UMM	\$8,391.18	\$8,843.28	\$9,295.39	\$9,747.50	\$10,199.61	\$48.4107	\$51.0189	\$53.6273	\$56.2356	\$58.8439	Exempt
Recreation Manager	UMM	\$10,228.20	\$10,739.61	\$11,276.59	\$11,840.42	\$12,432.44	\$59.0088	\$61.9593	\$65.0572	\$68.3101	\$71.7256	Exempt
Senior Civil Engineer	UMM	\$10,484.73	\$11,008.96	\$11,560.51	\$12,136.99	\$12,744.52	\$60.4888	\$63.5132	\$66.6952	\$70.0211	\$73.5261	Exempt
Senior Planner	UMM	\$9,742.16	\$10,228.64	\$10,740.81	\$11,277.64	\$11,842.31	\$56.2048	\$59.0114	\$61.9662	\$65.0633	\$68.3210	Exempt
Senior Planner/Assistant to the City Manager	UMM	\$10,740.81	\$11,277.64	\$11,842.31	\$12,433.78	\$13,055.26	\$61.9662	\$65.0633	\$68.3210	\$71.7333	\$75.3188	Exempt
Utilities Systems Superintendent	UMM	\$11,132.98	\$11,689.08	\$12,274.13	\$12,887.02	\$13,532.09	\$64.2287	\$67.4370	\$70.8123	\$74.3482	\$78.0698	Exempt

Classification	Unit	Monthly-1	Monthly-2	Monthly-3	Monthly-4	Monthly-5	Hourly-1	Hourly-2	Hourly-3	Hourly-4	Hourly-5	FLSA
Accountant	CPEA	\$7,214.31	\$7,575.02	\$7,953.78	\$8,351.47	\$8,769.04	\$41.6210	\$43.7021	\$45.8872	\$48.1816	\$50.5906	Non-Exempt
Accounting Assistant	CPEA	\$5,174.13	\$5,432.98	\$5,704.14	\$5,989.78	\$6,288.84	\$29.8507	\$31.3441	\$32.9085	\$34.5564	\$36.2818	Non-Exempt
Administrative Assistant	CPEA	\$5,569.12	\$5,846.95	\$6,139.32	\$6,446.17	\$6,768.64	\$32.1295	\$33.7324	\$35.4191	\$37.1894	\$39.0498	Non-Exempt
Administrative Services Technician	CPEA	\$5,989.78	\$6,288.85	\$6,603.50	\$6,933.78	\$7,280.81	\$34.5564	\$36.2818	\$38.0971	\$40.0026	\$42.0047	Non-Exempt
Assistant Engineer	CPEA	\$8,027.29	\$8,427.88	\$8,849.65	\$9,292.66	\$9,756.85	\$46.3113	\$48.6224	\$51.0557	\$53.6115	\$56.2895	Non-Exempt
Assistant Planner	CPEA	\$7,950.30	\$8,347.54	\$8,764.88	\$9,203.38	\$9,664.23	\$45.8671	\$48.1589	\$50.5666	\$53.0964	\$55.7552	Non-Exempt
Associate Planner	CPEA	\$8,764.88	\$9,203.38	\$9,664.23	\$10,147.38	\$10,653.97	\$50.5666	\$53.0964	\$55.7552	\$58.5426	\$61.4652	Non-Exempt
Building Inspector	CPEA	\$7,107.85	\$7,462.69	\$7,835.38	\$8,227.02	\$8,638.78	\$41.0068	\$43.0540	\$45.2041	\$47.4636	\$49.8391	Non-Exempt
Chief Plant Operator	CPEA	\$9,021.95	\$9,473.76	\$9,946.75	\$10,444.43	\$10,966.83	\$52.0497	\$54.6563	\$57.3851	\$60.2563	\$63.2702	Non-Exempt
Maintenance Technician I	CPEA	\$5,174.12	\$5,432.98	\$5,704.14	\$5,989.79	\$6,288.85	\$29.8507	\$31.3441	\$32.9085	\$34.5565	\$36.2818	Non-Exempt
Maintenance Technician II	CPEA	\$5,704.14	\$5,989.78	\$6,288.85	\$6,603.50	\$6,933.78	\$32.9085	\$34.5564	\$36.2818	\$38.0971	\$40.0026	Non-Exempt

Classification	Unit	Monthly-1	Monthly-2	Monthly-3	Monthly-4	Monthly-5	Hourly-1	Hourly-2	Hourly-3	Hourly-4	Hourly-5	FLSA
Permit Technician	CPEA	\$5,973.21	\$6,272.33	\$6,585.49	\$6,914.98	\$7,260.85	\$34.4608	\$36.1865	\$37.9932	\$39.8941	\$41.8895	Non-Exempt
Plant Operator I	CPEA	\$6,592.46	\$6,921.48	\$7,267.43	\$7,631.52	\$8,012.56	\$38.0334	\$39.9316	\$41.9275	\$44.0280	\$46.2263	Non-Exempt
Plant Operator II	CPEA	\$7,445.24	\$7,802.22	\$8,208.51	\$8,618.60	\$9,049.21	\$42.9533	\$45.0128	\$47.3568	\$49.7227	\$52.2070	Non-Exempt
Recreation Coordinator	CPEA	\$5,381.01	\$5,649.82	\$5,931.83	\$6,228.25	\$6,540.23	\$31.0443	\$32.5951	\$34.2221	\$35.9322	\$37.7321	Non-Exempt
Senior Accounting Assistant	CPEA	\$5,846.95	\$6,139.31	\$6,446.16	\$6,768.63	\$7,107.85	\$33.7324	\$35.4191	\$37.1894	\$39.0498	\$41.0068	Non-Exempt
Senior Maintenance Technician	CPEA	\$6,750.22	\$7,087.91	\$7,443.12	\$7,814.70	\$8,204.96	\$38.9436	\$40.8918	\$42.9411	\$45.0848	\$47.3363	Non-Exempt
Senior Plant Operator	CPEA	\$8,165.32	\$8,570.38	\$9,001.08	\$9,451.00	\$9,923.99	\$47.1076	\$49.4445	\$51.9293	\$54.5250	\$57.2538	Non-Exempt
Water Conservation Technician	CPEA	\$5,174.12	\$5,432.98	\$5,704.14	\$5,989.78	\$6,288.85	\$29.8507	\$31.3441	\$32.9085	\$34.5564	\$36.2818	Non-Exempt

Classification	Unit	Monthly-1	Monthly-2	Monthly-3	Monthly-4	Monthly-5	Hourly-1	Hourly-2	Hourly-3	Hourly-4	Hourly-5	FLSA
Fire Captain	CPFA	\$9,165.52	\$9,623.03	\$10,104.48	\$10,609.82	\$11,140.21	\$37.7700	\$39.6554	\$41.6394	\$43.7218	\$45.9074	Non-Exempt
Fire Engineer	CPFA	\$8,311.89	\$8,727.33	\$9,164.38	\$9,621.92	\$10,103.35	\$34.2523	\$35.9643	\$37.7653	\$39.6508	\$41.6347	Non-Exempt
Fire Fighter	CPFA	\$7,539.11	\$7,916.98	\$8,311.89	\$8,727.33	\$9,164.38	\$31.0678	\$32.6249	\$34.2523	\$35.9643	\$37.7653	Non-Exempt

Classification	Unit	Monthly-1	Monthly-2	Monthly-3	Monthly-4	Monthly-5	Hourly-1	Hourly-2	Hourly-3	Hourly-4	Hourly-5	FLSA
Police Officer	CPOA	\$7,687.05	\$8,071.06	\$8,474.34	\$8,898.01	\$9,343.17	\$44.3484	\$46.5638	\$48.8904	\$51.3347	\$53.9029	Non-Exempt
Police Sergeant	CPOA	\$9,120.02	\$9,577.66	\$10,054.56	\$10,559.79	\$11,087.66	\$52.6155	\$55.2557	\$58.0071	\$60.9218	\$63.9673	Non-Exempt
Public Safety Community Services Officer	CPOA	\$5,993.34	\$6,290.86	\$6,606.42	\$6,937.75	\$7,282.62	\$34.5769	\$36.2934	\$38.1140	\$40.0255	\$42.0151	Non-Exempt
Public Safety Dispatch Supervisor	CPOA	\$6,978.40	\$7,327.32	\$7,693.69	\$8,078.38	\$8,482.29	\$40.2600	\$42.2730	\$44.3867	\$46.6060	\$48.9363	Non-Exempt
Public Safety Dispatcher	CPOA	\$6,192.13	\$6,499.52	\$6,825.54	\$7,167.87	\$7,524.17	\$35.7238	\$37.4972	\$39.3781	\$41.3531	\$43.4087	Non-Exempt

Classification	Unit	Monthly-1	Monthly-2	Monthly-3	Monthly-4	Monthly-5	Hourly-1	Hourly-2	Hourly-3	Hourly-4	Hourly-5	FLSA
Administrative Aide	UTE						\$16.9000	\$17.7450	\$18.6323	\$19.5639	\$20.5421	Non-Exempt
Coach/Referee	UTE						\$16.9000	\$17.7450	\$18.6323	\$19.5639	\$20.5421	Non-Exempt
Facility Attendant	UTE						\$16.9000	\$17.7450	\$18.6323	\$19.5639	\$18.0800	Non-Exempt
Fire Captain	UTE						\$37.7700	\$39.6554	\$41.6394	\$43.7218	\$45.9074	Non-Exempt
Fire Engineer	UTE						\$34.2523	\$35.9643	\$37.7653	\$39.6508	\$41.6347	Non-Exempt
Fire Fighter	UTE						\$31.0678	\$32.6249	\$34.2523	\$35.9643	\$37.7653	Non-Exempt
Head Lifeguard	UTE						\$17.6500	\$18.5325	\$19.4591	\$20.4321	\$21.4537	Non-Exempt
Lifeguard I	UTE						\$16.9000	\$17.7450	\$18.6323	\$19.5639	\$20.5421	Non-Exempt
Non-Classified Employee-Professional/Technical	UTE						\$16.9000	\$0.0000	\$0.0000	\$0.0000	\$150.0000	See Note 3
Office Assistant I	UTE						\$16.9000	\$17.7450	\$18.6323	\$19.5639	\$20.5421	Non-Exempt
Office Assistant II	UTE						\$17.0900	\$17.9445	\$18.8417	\$19.7838	\$20.7730	Non-Exempt
Operator-in-Training	UTE					step 5 is set at 20% below a Plant Operator I step 1						Non-Exempt
Police Officer Trainee	UTE					step 5 is set at 20% below a Police Officer step 1						Non-Exempt
Police Technician	UTE						\$16.9000	\$17.7450	\$18.6323	\$19.5639	\$20.5421	Non-Exempt
Pool Manager	UTE						\$18.7300	\$19.6700	\$20.6500	\$21.6800	\$22.7600	Non-Exempt
Recreation Aide	UTE						\$16.9000	\$17.7450	\$18.6323	\$19.5639	\$20.5421	Non-Exempt
Recreation Leader	UTE						\$16.9000	\$17.7450	\$18.6323	\$19.5639	\$20.5421	Non-Exempt
Senior Recreation Leader	UTE						\$20.6636	\$21.6968	\$22.7816	\$23.9207	\$25.1167	Non-Exempt
Speciality Instructor I	UTE						\$16.9000	\$17.7450	\$18.6323	\$19.5639	\$20.5421	Non-Exempt
Speciality Instructor II	UTE						\$17.6500	\$18.5325	\$19.4591	\$20.4321	\$21.4537	Non-Exempt
Swim Instructor I	UTE						\$16.9000	\$17.7450	\$18.6323	\$19.5639	\$20.5421	Non-Exempt
Swim Instructor II	UTE						\$17.6500	\$18.5325	\$19.4591	\$20.4321	\$21.4537	Non-Exempt
Water Conservation Manager	UTE						\$27.4200	\$28.7900	\$30.2300	\$31.7400	\$33.3300	Non-Exempt
Water Conservation Specialist	UTE						\$17.2600	\$18.1200	\$19.0300	\$19.9800	\$20.9800	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.
- Salary schedule as of 2026-01-01