

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	\$7,575.03	\$7,953.78	\$8,351.47	\$8,769.04	\$41.6210	\$43.7021	\$45.8872	\$48.1816	\$50.5906	Non-Exempt
Accounting Assistant	CPEA	\$5,174.12	\$5,432.99	\$5,704.13	\$5,989.79	\$6,288.83	\$29.8507	\$31.3441	\$32.9085	\$34.5564	\$36.2818	Non-Exempt
Administrative Aide	UTE						\$16.5000	\$17.3250	\$18.1913	\$19.1008	\$20.0559	Non-Exempt
Administrative Assistant	CPEA	\$5,569.12	\$5,846.96	\$6,139.31	\$6,446.16	\$6,768.64	\$32.1295	\$33.7324	\$35.4191	\$37.1894	\$39.0498	Non-Exempt
Administrative Services Director	UEM	\$16,114.01				\$19,586.34	\$92.9654				\$112.9981	Exempt
Administrative Services Technician	CPEA	\$5,989.79	\$6,288.83	\$6,603.50	\$6,933.78	\$7,280.80	\$34.5564	\$36.2818	\$38.0971	\$40.0026	\$42.0047	Non-Exempt
Assistant City Manager	UEM	\$17,353.14				\$21,092.81	\$100.1142				\$121.6894	Exempt
Assistant Engineer	CPEA	\$8,027.30	\$8,427.88	\$8,849.66	\$9,292.66	\$9,756.84	\$46.3113	\$48.6224	\$51.0557	\$53.6115	\$56.2895	Non-Exempt
Assistant Planner	CPEA	\$7,950.31	\$8,347.55	\$8,764.87	\$9,203.38	\$9,664.23	\$45.8671	\$48.1589	\$50.5666	\$53.0964	\$55.7552	Non-Exempt
Associate Civil Engineer	UMM	\$9,186.33	\$9,645.70	\$10,127.35	\$10,634.46	\$11,165.97	\$52.9980	\$55.6483	\$58.4271	\$61.3527	\$64.4191	Exempt
Associate Planner	CPEA	\$8,764.87	\$9,203.38	\$9,664.23	\$10,147.38	\$10,653.96	\$50.5666	\$53.0964	\$55.7552	\$58.5426	\$61.4652	Non-Exempt
Building Inspector	CPEA	\$7,107.85	\$7,462.69	\$7,835.37	\$8,227.03	\$8,638.77	\$41.0068	\$43.0540	\$45.2041	\$47.4636	\$49.8391	Non-Exempt
Building Official	UMM	\$10,634.46	\$11,165.97	\$11,725.07	\$12,310.68	\$12,926.01	\$61.3527	\$64.4191	\$67.6446	\$71.0231	\$74.5731	Exempt
Chief Plant Operator	CPEA	\$9,021.94	\$9,473.75	\$9,946.74	\$10,444.42	\$10,966.82	\$52.0497	\$54.6563	\$57.3851	\$60.2563	\$63.2702	Non-Exempt
City Clerk	UMM	\$9,887.59	\$10,380.91	\$10,900.75	\$11,446.05	\$12,016.81	\$57.0438	\$59.8899	\$62.8889	\$66.0349	\$69.3278	Exempt
City Manager	UCM					\$24,384.53					\$140.6800	Exempt
Coach/Referee	UTE						\$16.5000	\$17.3250	\$18.1913	\$19.1008	\$20.0559	Non-Exempt
Code Enforcement Officer	UMM	\$6,855.54	\$7,199.27	\$7,559.97	\$7,934.47	\$8,333.37	\$39.5512	\$41.5342	\$43.6152	\$45.7758	\$48.0771	Non-Exempt
Councilmember	Elected					\$950.00						Exempt
Deputy City Clerk	UMM	\$7,935.53	\$8,332.31	\$8,749.24	\$9,186.33	\$9,645.70	\$45.7820	\$48.0710	\$50.4764	\$52.9980	\$55.6483	Exempt
Deputy City Manager	UEM	\$16,114.01				\$19,586.34	\$92.9654				\$112.9981	Exempt
Deputy Finance Director	UMM	\$11,843.10	\$12,435.25	\$13,057.01	\$13,709.87	\$14,395.35	\$68.3256	\$71.7419	\$75.3289	\$79.0953	\$83.0501	Exempt
Deputy Public Works Director	UMM	\$11,725.07	\$12,310.68	\$12,926.01	\$13,572.09	\$14,251.07	\$67.6446	\$71.0231	\$74.5731	\$78.3005	\$82.2177	Exempt
Executive Assistant to the City Manager	UMM	\$6,070.47	\$6,371.77	\$6,692.16	\$7,026.34	\$7,377.50	\$35.0220	\$36.7602	\$38.6086	\$40.5366	\$42.5625	Non-Exempt
Facility Attendant	UTE						\$0.0000	\$0.0000	\$0.0000	\$0.0000	\$18.0800	Non-Exempt
Fairgrounds Revitalization Director	UEM	\$16,114.01				\$19,586.34	\$92.9654				\$112.9981	Exempt
Fire Captain	CPFA	\$8,985.79	\$9,434.36	\$9,906.36	\$10,401.79	\$10,921.77	\$37.0294	\$38.8778	\$40.8229	\$42.8645	\$45.0073	Non-Exempt
Fire Captain	UTE						\$30.5700	\$32.1000	\$33.7100	\$35.4000	\$37.1700	Non-Exempt
Fire Chief	UEM	\$17,353.14				\$21,092.81	\$100.1142				\$121.6894	Exempt
Fire Engineer	CPFA	\$8,148.92	\$8,556.21	\$8,984.68	\$9,433.24	\$9,905.24	\$33.5807	\$35.2591	\$37.0248	\$38.8733	\$40.8183	Non-Exempt
Fire Engineer	UTE						\$28.7500	\$30.1900	\$31.7000	\$33.2900	\$34.9500	Non-Exempt
Fire Fighter	CPFA	\$7,391.27	\$7,761.73	\$8,148.92	\$8,556.21	\$8,984.68	\$30.4586	\$31.9852	\$33.5807	\$35.2591	\$37.0248	Non-Exempt
Fire Fighter	UTE						\$30.4586	\$31.9852	\$33.5807	\$35.2591	\$37.0248	Non-Exempt
Head Lifeguard	UTE						\$17.6500	\$18.5300	\$19.4600	\$20.4300	\$21.4500	Non-Exempt
Human Resources/Finance Specialist	UMM	\$7,559.97	\$7,934.47	\$8,330.19	\$8,747.12	\$9,187.39	\$43.6152	\$45.7758	\$48.0588	\$50.4641	\$53.0042	Non-Exempt
Human Resources Manager	UMM	\$10,126.93	\$10,633.28	\$11,164.93	\$11,723.18	\$12,309.33	\$58.4246	\$61.3459	\$64.4131	\$67.6337	\$71.0154	Exempt
Lifeguard I	UTE						\$16.5600	\$17.3900	\$18.2600	\$19.1700	\$20.1300	Non-Exempt
Maintenance Superintendent	UMM	\$9,848.33	\$10,340.59	\$10,857.25	\$11,400.43	\$11,970.13	\$56.8173	\$59.6573	\$62.6380	\$65.7717	\$69.0585	Exempt
Maintenance Technician I	CPEA	\$5,174.12	\$5,464.82	\$5,737.55	\$6,024.88	\$6,325.68	\$29.8507	\$31.3441	\$32.9085	\$34.5565	\$36.2818	Non-Exempt
Maintenance Technician II	CPEA	\$5,704.13	\$6,024.88	\$6,325.68	\$6,642.19	\$6,974.41	\$32.9085	\$34.5564	\$36.2818	\$38.0971	\$40.0026	Non-Exempt
Management Analyst I	UMM	\$7,746.69	\$8,133.92	\$8,541.31	\$8,966.73	\$9,415.49	\$44.6924	\$46.9265	\$49.2767	\$51.7311	\$54.3201	Exempt
Management Analyst II	UMM	\$8,966.73	\$9,415.49	\$9,887.59	\$10,380.91	\$10,900.75	\$51.7311	\$54.3201	\$57.0438	\$59.8899	\$62.8889	Exempt
Mayor	Elected					\$1,500.00						Exempt
Non-Classified Employee-Professional/Technical	UTE						\$16.5000				\$150.0000	See Note 3
Office Assistant I	UTE						\$16.5000	\$17.3250	\$18.1913	\$19.1008	\$20.0559	Non-Exempt
Office Assistant II	UTE						\$17.0900	\$17.9400	\$18.8400	\$19.7800	\$20.7700	Non-Exempt
Operator-in-Training	UTE					step 5 is set at 20% below a Plant Operator I step 1						Non-Exempt
Parks & Recreation Director	UEM	\$16,114.01				\$19,586.34	\$92.9654				\$112.9981	Exempt

Permit Technician	CPEA	\$5,973.20	\$6,272.33	\$6,585.48	\$6,914.98	\$7,260.85	\$34.4608	\$36.1865	\$37.9932	\$39.8941	\$41.8895	Non-Exempt
Planning & Building Director	UEM	\$16,114.01				\$19,586.34	\$92.9654				\$112.9981	Exempt
Plant Operator I	CPEA	\$6,592.46	\$6,962.03	\$7,310.01	\$7,676.24	\$8,059.51	\$38.0334	\$39.9316	\$41.9275	\$44.0280	\$46.2263	Non-Exempt
Plant Operator II	CPEA	\$7,445.25	\$7,863.62	\$8,256.61	\$8,669.09	\$9,102.23	\$42.9533	\$45.0128	\$47.3568	\$49.7227	\$52.2070	Non-Exempt
Police Chief	UEM	\$17,353.14				\$21,092.81	\$100.1142				\$121.6894	Exempt
Police Lieutenant	UMM	\$12,310.68	\$12,926.01	\$13,572.09	\$14,251.07	\$14,962.93	\$71.0231	\$74.5731	\$78.3005	\$82.2177	\$86.3246	Exempt
Police Officer	CPOA	\$7,536.32	\$7,959.17	\$8,356.85	\$8,774.64	\$9,213.65	\$43.4788	\$45.6508	\$47.9318	\$50.3281	\$52.8460	Non-Exempt
Police Officer Trainee	UTE					step 5 is set at 20% below a Police Officer step 1						Non-Exempt
Police Technician	UTE						\$16.5000	\$17.3250	\$18.1913	\$19.1008	\$20.0559	Non-Exempt
Police Sergeant	CPOA	\$8,941.20	\$9,444.88	\$9,915.17	\$10,413.38	\$10,933.94	\$51.5838	\$54.1723	\$56.8697	\$59.7273	\$62.7130	Non-Exempt
Pool Manager	UTE						\$18.7300	\$19.6700	\$20.6500	\$21.6800	\$22.7600	Non-Exempt
Principal Engineer	UMM	\$10,900.99	\$11,446.04	\$12,018.35	\$12,619.26	\$13,250.23	\$62.8903	\$66.0349	\$69.3366	\$72.8034	\$76.4436	Exempt
Public Safety Communications Manager	UMM	\$8,308.09	\$8,755.72	\$9,203.36	\$9,651.00	\$10,098.64	\$47.9314	\$50.5138	\$53.0963	\$55.6788	\$58.2613	Exempt
Public Safety Community Services Officer	CPOA	\$5,934.00	\$6,265.07	\$6,579.33	\$6,909.31	\$7,252.76	\$34.2346	\$35.9341	\$37.7366	\$39.6292	\$41.5991	Non-Exempt
Public Safety Dispatch Supervisor	CPOA	\$6,869.06	\$7,252.76	\$7,616.41	\$7,996.89	\$8,396.46	\$39.8614	\$41.8545	\$43.9472	\$46.1446	\$48.4518	Non-Exempt
Public Safety Dispatcher	CPOA	\$5,934.00	\$6,265.07	\$6,579.33	\$6,909.31	\$7,252.76	\$34.2346	\$35.9341	\$37.7366	\$39.6292	\$41.5991	Non-Exempt
Public Works Director/City Engineer	UEM	\$16,114.01				\$19,586.34	\$92.9654				\$112.9981	Exempt
Recreation Aide	UTE						\$16.5000	\$17.3250	\$18.1913	\$19.1008	\$20.0559	Non-Exempt
Recreation Coordinator	CPEA	\$5,381.01	\$5,649.82	\$5,931.83	\$6,228.23	\$6,540.25	\$31.0443	\$32.5951	\$34.2221	\$35.9322	\$37.7321	Non-Exempt
Recreation Leader	UTE						\$16.5600	\$17.3900	\$18.2600	\$19.1700	\$20.1300	Non-Exempt
Recreation Manager	UMM	\$10,126.93	\$10,633.28	\$11,164.93	\$11,723.18	\$12,309.33	\$58.4246	\$61.3458	\$64.4131	\$67.6338	\$71.0155	Exempt
Senior Accounting Assistant	CPEA	\$5,846.96	\$6,139.31	\$6,446.16	\$6,768.64	\$7,107.85	\$33.7324	\$35.4191	\$37.1894	\$39.0498	\$41.0068	Non-Exempt
Senior Civil Engineer	UMM	\$10,380.91	\$10,899.95	\$11,446.05	\$12,016.81	\$12,618.34	\$59.8899	\$62.8844	\$66.0349	\$69.3278	\$72.7981	Exempt
Senior Maintenance Technician	CPEA	\$6,750.23	\$7,087.91	\$7,443.13	\$7,814.70	\$8,204.96	\$38.9436	\$40.8918	\$42.9411	\$45.0848	\$47.3363	Non-Exempt
Senior Planner	UMM	\$9,645.70	\$10,127.35	\$10,634.46	\$11,165.97	\$11,725.07	\$55.6483	\$58.4271	\$61.3527	\$64.4191	\$67.6446	Exempt
Senior Planner/Assistant to the City Manager	UMM	\$10,634.46	\$11,165.97	\$11,725.07	\$12,310.68	\$12,926.01	\$61.3527	\$64.4191	\$67.6446	\$71.0231	\$74.5731	Exempt
Senior Plant Operator	CPEA	\$8,165.31	\$8,570.37	\$9,001.07	\$9,451.00	\$9,923.99	\$47.1076	\$49.4445	\$51.9293	\$54.5250	\$57.2538	Non-Exempt
Senior Recreation Leader	UTE						\$18.7300	\$19.6700	\$20.6500	\$21.6800	\$22.7600	Non-Exempt
Speciality Instructor I	UTE						\$16.5000	\$17.3250	\$18.1913	\$19.1008	\$20.0559	Non-Exempt
Speciality Instructor II	UTE						\$18.7300	\$19.6700	\$20.6500	\$21.6800	\$22.7600	Non-Exempt
Swim Instructor I	UTE						\$16.5000	\$17.3250	\$18.1913	\$19.1008	\$20.0559	Non-Exempt
Swim Instructor II	UTE						\$17.6500	\$18.5300	\$19.4600	\$20.4300	\$21.4500	Non-Exempt
Utilities Systems Superintendent	UMM	\$11,022.75	\$11,573.36	\$12,152.61	\$12,759.44	\$13,398.11	\$63.5928	\$66.7693	\$70.1112	\$73.6121	\$77.2968	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
Water Conservation Technician	CPEA	\$5,174.12	\$5,432.99	\$5,704.13	\$5,989.79	\$6,288.83	\$29.8507	\$31.3441	\$32.9085	\$34.5564	\$36.2818	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 2025-10-14