

EXHIBIT A
City of Napa Salary Table Full-Time
Administrative, Managerial, and Professional Employees (AMP)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PAY PERIOD	ANNUAL SALARY
12/25/2021	AMPR	CC02	DEPUTY CITY CLERK	1	45.63	365.06	3,650.64	94,916.56
				2	47.49	379.94	3,799.35	98,783.18
				3	49.91	399.29	3,992.91	103,815.76
				4	52.46	419.67	4,196.74	109,115.11
				5	55.13	441.08	4,410.78	114,680.20
12/25/2021	AMPR	CC03	RECORDS ANALYST	1	41.88	335.05	3,350.47	87,112.25
				2	43.58	348.65	3,486.51	90,649.27
				3	45.80	366.43	3,664.34	95,272.94
				4	48.14	385.13	3,851.29	100,133.51
				5	50.60	404.77	4,047.74	105,241.28
12/25/2021	AMPR	CD10	ASSOCIATE PLANNER	1	45.09	360.69	3,606.94	93,780.47
				2	46.91	375.32	3,753.16	97,582.20
				3	49.31	394.50	3,944.98	102,569.46
				4	51.82	414.58	4,145.75	107,789.50
				5	54.47	435.74	4,357.42	113,292.79
12/25/2021	AMPR	CD11	SENIOR PLANNER	1	51.15	409.18	4,091.83	106,387.67
				2	53.22	425.78	4,257.82	110,703.37
				3	55.94	447.49	4,474.87	116,346.74
				4	58.79	470.33	4,703.34	122,286.75
				5	61.79	494.30	4,943.01	128,518.25
12/25/2021	AMPR	CD12	CHIEF BUILDING OFFICER	1	65.24	521.88	5,218.81	135,689.11
				2	67.89	543.11	5,431.07	141,207.85
				3	71.35	570.80	5,707.98	148,407.55
				4	74.98	599.87	5,998.68	155,965.69
				5	78.80	630.44	6,304.35	163,913.17
12/25/2021	AMPR	CD13	DEVELOPMENT PROJECT COORDINATOR	1	46.48	371.84	3,718.38	96,677.86
				2	48.37	386.94	3,869.43	100,605.25
				3	50.84	406.72	4,067.19	105,747.01
				4	53.44	427.53	4,275.25	111,156.57
				5	56.16	449.29	4,492.90	116,815.39
12/25/2021	AMPR	CD14	PLANNING MANAGER	1	64.59	516.76	5,167.55	134,356.29
				2	67.22	537.74	5,377.39	139,812.20
				3	70.65	565.17	5,651.69	146,943.92
				4	74.25	594.00	5,939.97	154,439.23
				5	78.04	624.30	6,242.99	162,317.70
12/25/2021	AMPR	CD15	HOUSING MANAGER	1	68.61	548.91	5,489.15	142,717.83
				2	71.39	571.15	5,711.51	148,499.22
				3	75.03	600.23	6,002.33	156,060.45
				4	78.85	630.80	6,308.00	164,007.93
				5	82.86	662.87	6,628.72	172,346.81
12/25/2021	AMPR	CD16	ASSISTANT HOUSING MANAGER	1	52.60	420.81	4,208.10	109,410.72
				2	54.74	437.90	4,379.01	113,854.14
				3	57.53	460.26	4,602.56	119,666.43
				4	60.47	483.75	4,837.51	125,775.36
				5	63.56	508.45	5,084.48	132,196.38
12/25/2021	AMPR	CD17	SENIOR DEVELOPMENT PROJECT COORDINATOR	1	51.15	409.18	4,091.83	106,387.67
				2	53.22	425.78	4,257.82	110,703.37
				3	55.94	447.49	4,474.87	116,346.74
				4	58.79	470.33	4,703.34	122,286.75
				5	61.79	494.30	4,943.01	128,518.25

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12/25/2021	AMPR	CD18	ECONOMIC DEVELOPMENT MANAGER	1	60.71	485.67	4,856.69	126,273.88
				2	63.17	505.39	5,053.93	131,402.25
				3	66.40	531.17	5,311.71	138,104.46
				4	69.78	558.26	5,582.60	145,147.60
				5	73.34	586.74	5,867.36	152,551.24
12/25/2021	AMPR	CD19	AFFORDABLE HOUSING REPRESENTATIVE	1	40.07	320.52	3,205.24	83,336.27
				2	41.69	333.53	3,335.34	86,718.79
				3	43.82	350.54	3,505.45	91,141.61
				4	46.05	368.42	3,684.19	95,788.97
				5	48.40	387.18	3,871.85	100,668.08
12/25/2021	AMPR	CD20	RENTAL ASSIST PROGRAM SUPERVISOR	1	46.07	368.54	3,685.42	95,820.90
				2	47.93	383.47	3,834.73	99,702.97
				3	50.38	403.07	4,030.67	104,797.35
				4	52.95	423.63	4,236.31	110,144.08
				5	55.66	445.27	4,452.65	115,768.91
12/25/2021	AMPR	CD21	HOUSING REHABILITATION PROGRAM SUPERVISOR	1	46.07	368.54	3,685.42	95,820.90
				2	47.93	383.47	3,834.73	99,702.97
				3	50.38	403.07	4,030.67	104,797.35
				4	52.95	423.63	4,236.31	110,144.08
				5	55.66	445.27	4,452.65	115,768.91
12/25/2021	AMPR	CD22	DEPUTY CHIEF BUILDING OFFICER	1	58.26	466.09	4,660.95	121,184.65
				2	60.63	485.02	4,850.19	126,104.96
				3	63.72	509.76	5,097.63	132,538.34
				4	66.97	535.76	5,357.62	139,298.23
				5	70.39	563.09	5,630.93	146,404.20
12/25/2021	AMPR	CD23	PARKING PROGRAMS MANAGER	1	57.16	457.26	4,572.61	118,887.75
				2	59.48	475.85	4,758.48	123,720.51
				3	62.51	500.12	5,001.17	130,030.29
				4	65.70	525.59	5,255.93	136,654.22
				5	69.05	552.39	5,523.89	143,621.14
12/25/2021	AMPR	FD09	FIRE MARSHAL	1	65.24	521.88	5,218.81	135,689.11
				2	67.89	543.11	5,431.07	141,207.85
				3	71.35	570.80	5,707.98	148,407.55
				4	74.98	599.87	5,998.68	155,965.69
				5	78.80	630.44	6,304.35	163,913.17
12/25/2021	AMPR	FN11	PURCHASING SERVICES MANAGER	1	53.52	428.18	4,281.79	111,326.52
				2	55.70	445.57	4,455.74	115,849.25
				3	58.54	468.29	4,682.86	121,754.24
				4	61.52	492.15	4,921.46	127,957.93
				5	64.66	517.27	5,172.70	134,490.19
12/25/2021	AMPR	FN12	SENIOR ACCOUNTANT	1	50.20	401.60	4,015.97	104,415.22
				2	52.24	417.90	4,179.03	108,654.70
				3	54.90	439.22	4,392.20	114,197.13
				4	57.70	461.63	4,616.26	120,022.81
				5	60.65	485.18	4,851.78	126,146.16
12/25/2021	AMPR	FN14	ACCOUNTANT I	1	41.25	330.03	3,300.28	85,807.24
				2	42.93	343.43	3,434.26	89,290.70
				3	45.12	360.94	3,609.44	93,845.36
				4	47.42	379.35	3,793.53	98,631.77
				5	49.84	398.71	3,987.05	103,663.32

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12/25/2021	AMPR	FN15	ACCOUNTANT II	1	45.63	365.06	3,650.64	94,916.56
				2	47.49	379.94	3,799.35	98,783.18
				3	49.91	399.29	3,992.91	103,815.76
				4	52.46	419.67	4,196.74	109,115.11
				5	55.13	441.08	4,410.78	114,680.20
12/25/2021	AMPR	FN16	ACCOUNTING SUPERVISOR	1	53.52	428.18	4,281.79	111,326.52
				2	55.70	445.57	4,455.74	115,849.25
				3	58.54	468.29	4,682.86	121,754.24
				4	61.52	492.15	4,921.46	127,957.93
				5	64.66	517.27	5,172.70	134,490.19
12/25/2021	AMPR	FN17	BUDGET ANALYST I	1	41.25	330.03	3,300.28	85,807.24
				2	42.93	343.43	3,434.26	89,290.70
				3	45.12	360.94	3,609.44	93,845.36
				4	47.42	379.35	3,793.53	98,631.77
				5	49.84	398.71	3,987.05	103,663.32
12/25/2021	AMPR	FN18	BUDGET ANALYST II	1	45.63	365.06	3,650.64	94,916.56
				2	47.49	379.94	3,799.35	98,783.18
				3	49.91	399.29	3,992.91	103,815.76
				4	52.46	419.67	4,196.74	109,115.11
				5	55.13	441.08	4,410.78	114,680.20
12/25/2021	AMPR	FN19	DEPUTY FINANCE DIRECTOR	1	64.57	516.55	5,165.49	134,302.73
				2	67.19	537.53	5,375.25	139,756.58
				3	70.61	564.91	5,649.11	146,876.97
				4	74.21	593.70	5,936.96	154,360.95
				5	78.00	623.97	6,239.66	162,231.18
12/25/2021	AMPR	FN20	SENIOR BUDGET ANALYST	1	50.20	401.60	4,015.97	104,415.22
				2	52.24	417.90	4,179.03	108,654.70
				3	54.90	439.22	4,392.20	114,197.13
				4	57.70	461.63	4,616.26	120,022.81
				5	60.65	485.18	4,851.78	126,146.16
12/25/2021	AMPR	FN21	BUDGET OFFICER	1	56.29	450.35	4,503.52	117,091.43
				2	58.58	468.64	4,686.38	121,845.91
				3	61.57	492.55	4,925.46	128,061.96
				4	64.71	517.67	5,176.70	134,594.22
				5	68.01	544.08	5,440.78	141,460.20
12/25/2021	AMPR	G019	ASSOCIATE CIVIL ENGINEER	1	51.55	412.37	4,123.68	107,215.79
				2	53.64	429.09	4,290.86	111,562.39
				3	56.37	450.97	4,509.66	117,251.08
				4	59.25	473.99	4,739.86	123,236.41
				5	62.27	498.14	4,981.36	129,515.29
12/25/2021	AMPR	G020	JUNIOR ENGINEER	1	42.12	336.94	3,369.45	87,605.62
				2	43.83	350.62	3,506.16	91,160.15
				3	46.06	368.48	3,684.83	95,805.45
				4	48.41	387.24	3,872.40	100,682.50
				5	50.88	407.02	4,070.24	105,826.32
12/25/2021	AMPR	G021	ASSISTANT ENGINEER	1	46.33	370.64	3,706.38	96,365.77
				2	48.21	385.68	3,856.84	100,277.71
				3	50.67	405.34	4,053.41	105,388.57
				4	53.25	426.03	4,260.28	110,767.23
				5	55.97	447.78	4,477.81	116,422.96

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EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PAY PERIOD	ANNUAL SALARY
12/25/2021	AMPR	G022	SENIOR CIVIL ENGINEER	1	57.84	462.72	4,627.16	120,306.06
				2	60.19	481.51	4,815.05	125,191.35
				3	63.26	506.07	5,060.67	131,577.35
				4	66.49	531.88	5,318.84	138,289.86
				5	69.88	559.01	5,590.13	145,343.30
12/25/2021	AMPR	G023	ADMINISTRATIVE ASSISTANT	1	39.29	314.35	3,143.52	81,731.53
				2	40.88	327.06	3,270.61	85,035.77
				3	42.97	343.79	3,437.90	89,385.46
				4	45.16	361.28	3,612.84	93,933.94
				5	47.46	379.69	3,796.86	98,718.29
12/25/2021	AMPR	G018	MANAGEMENT ANALYST I	1	41.25	330.00	3,300.00	85,800.03
				2	42.93	343.43	3,434.26	89,290.70
				3	45.12	360.92	3,609.20	93,839.18
				4	47.42	379.33	3,793.29	98,625.59
				5	49.84	398.70	3,986.97	103,661.26
12/25/2021	AMPR	G024	MANAGEMENT ANALYST II	1	45.63	365.06	3,650.64	94,916.56
				2	47.49	379.94	3,799.35	98,783.18
				3	49.91	399.29	3,992.91	103,815.76
				4	52.46	419.67	4,196.74	109,115.11
				5	55.13	441.08	4,410.78	114,680.20
12/25/2021	AMPR	G025	ADMINISTRATIVE SERVICES MANAGER	1	53.52	428.18	4,281.79	111,326.52
				2	55.70	445.57	4,455.74	115,849.25
				3	58.54	468.29	4,682.86	121,754.24
				4	61.52	492.15	4,921.46	127,957.93
				5	64.66	517.27	5,172.70	134,490.19
12/25/2021	AMPR	HR02	HUMAN RESOURCES MANAGER	1	53.52	428.18	4,281.79	111,326.52
				2	55.70	445.57	4,455.74	115,849.25
				3	58.54	468.29	4,682.86	121,754.24
				4	61.52	492.15	4,921.46	127,957.93
				5	64.66	517.27	5,172.70	134,490.19
12/25/2021	AMPR	IT03	INFORMATION TECHNOLOGY MANAGER	1	68.61	548.91	5,489.15	142,717.83
				2	71.39	571.15	5,711.51	148,499.22
				3	75.03	600.23	6,002.33	156,060.45
				4	78.85	630.80	6,308.00	164,007.93
				5	82.86	662.87	6,628.72	172,346.81
12/25/2021	AMPR	IT04	GIS COORDINATOR	1	49.82	398.54	3,985.43	103,621.09
				2	51.84	414.73	4,147.26	107,828.64
				3	54.49	435.88	4,358.84	113,329.87
				4	57.26	458.12	4,581.16	119,110.23
				5	60.19	481.49	4,814.85	125,186.20
12/25/2021	AMPR	IT05	SYSTEM ADMINISTRATOR	1	50.25	401.98	4,019.81	104,515.13
				2	52.29	418.29	4,182.95	108,756.67
				3	54.95	439.64	4,396.36	114,305.28
				4	57.76	462.05	4,620.50	120,133.02
				5	60.70	485.61	4,856.09	126,258.43
12/25/2021	AMPR	IT06	SYSTEMS ANALYST	1	46.02	368.12	3,681.22	95,711.72
				2	47.88	383.05	3,830.45	99,591.73
				3	50.33	402.65	4,026.47	104,688.17
				4	52.90	423.21	4,232.11	110,034.90
				5	55.60	444.79	4,447.86	115,644.28

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12/25/2021	AMPR	PD18	COMMUNICATIONS MANAGER	1	59.70	477.64	4,776.39	124,186.07
				2	62.13	497.01	4,970.07	129,221.74
				3	65.30	522.36	5,223.65	135,814.77
				4	68.63	549.03	5,490.34	142,748.73
				5	72.13	577.03	5,770.30	150,027.74
12/25/2021	AMPR	PD19	POLICE RECORDS BUREAU ADMINISTRATOR	1	47.89	383.12	3,831.16	99,610.27
				2	49.84	398.70	3,986.97	103,661.26
				3	52.38	419.07	4,190.71	108,958.55
				4	55.06	440.47	4,404.72	114,522.61
				5	57.86	462.89	4,628.90	120,351.38
12/25/2021	AMPR	PR09	RECREATION SUPERVISOR	1	44.48	355.83	3,558.33	92,516.66
				2	46.29	370.28	3,702.81	96,273.07
				3	48.65	389.16	3,891.62	101,182.05
				4	51.13	409.06	4,090.65	106,356.77
				5	53.74	429.92	4,299.22	111,779.72
12/25/2021	AMPR	PR10	PARKS & URBAN FORESTRY MANAGER	1	67.32	538.55	5,385.47	140,022.32
				2	70.06	560.48	5,604.82	145,725.43
				3	73.62	588.96	5,889.62	153,130.10
				4	77.37	618.93	6,189.35	160,923.08
				5	81.30	650.40	6,504.01	169,104.37
12/25/2021	AMPR	PR11	RECREATION MANAGER	1	60.71	485.67	4,856.69	126,273.88
				2	63.17	505.39	5,053.93	131,402.25
				3	66.40	531.17	5,311.71	138,104.46
				4	69.78	558.26	5,582.60	145,147.60
				5	73.34	586.74	5,867.36	152,551.24
12/25/2021	AMPR	PW18	PROPERTY MANAGER	1	58.26	466.09	4,660.95	121,184.65
				2	60.63	485.02	4,850.19	126,104.96
				3	63.72	509.76	5,097.63	132,538.34
				4	66.97	535.76	5,357.62	139,298.23
				5	70.39	563.09	5,630.93	146,404.20
12/25/2021	AMPR	PW19	DEPUTY PUBLIC WORKS DIRECTOR - ENGINEERING	1	75.57	604.57	6,045.70	157,188.30
				2	78.64	629.12	6,291.20	163,571.21
				3	82.65	661.21	6,612.09	171,914.21
				4	86.87	694.94	6,949.37	180,683.63
				5	91.30	730.39	7,303.89	189,901.10
12/25/2021	AMPR	PW20	PUBLIC WORKS OPERATIONS MANAGER	1	67.32	538.55	5,385.47	140,022.32
				2	70.06	560.48	5,604.82	145,725.43
				3	73.62	588.96	5,889.62	153,130.10
				4	77.37	618.93	6,189.35	160,923.08
				5	81.30	650.40	6,504.01	169,104.37
12/25/2021	AMPR	PW21	TRANSPORTATION PLANNER I	1	39.89	319.09	3,190.86	82,962.38
				2	41.50	332.03	3,320.32	86,328.42
				3	43.62	349.00	3,489.96	90,738.88
				4	45.85	366.80	3,668.03	95,368.73
				5	48.19	385.51	3,855.09	100,232.39
12/25/2021	AMPR	PW22	TRANSPORTATION PLANNER II	1	45.09	360.69	3,606.94	93,780.47
				2	46.91	375.32	3,753.16	97,582.20
				3	49.31	394.50	3,944.98	102,569.46
				4	51.82	414.58	4,145.75	107,789.50
				5	54.47	435.74	4,357.42	113,292.79

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12/25/2021	AMPR	PW23	MAINTENANCE SUPERINTENDENT	1	50.97	407.75	4,077.45	106,013.78
				2	53.04	424.28	4,242.85	110,314.03
				3	55.74	445.93	4,459.31	115,941.95
				4	58.58	468.65	4,686.50	121,849.00
				5	61.57	492.57	4,925.74	128,069.17
12/25/2021	AMPR	PW24	CONSTRUCTION MANAGER	1	56.03	448.21	4,482.08	116,534.20
				2	58.30	466.43	4,664.28	121,271.17
				3	61.28	490.23	4,902.29	127,459.41
				4	64.40	515.23	5,152.26	133,958.71
				5	67.69	541.54	5,415.42	140,801.00
12/25/2021	AMPR	PW25	CONSTRUCTION MANAGER - PROFESSIONAL ENGINEER	1	57.16	457.26	4,572.61	118,887.75
				2	59.48	475.85	4,758.48	123,720.51
				3	62.51	500.12	5,001.17	130,030.29
				4	65.70	525.59	5,255.93	136,654.22
				5	69.05	552.39	5,523.89	143,621.14
12/25/2021	AMPR	UT23	MATERIALS DIVERSION ADMINISTRATOR	1	53.52	428.18	4,281.79	111,326.52
				2	55.70	445.57	4,455.74	115,849.25
				3	58.54	468.29	4,682.86	121,754.24
				4	61.52	492.15	4,921.46	127,957.93
				5	64.66	517.27	5,172.70	134,490.19
12/25/2021	AMPR	UT24	MATERIALS DIVERSION ANALYST	1	45.63	365.06	3,650.64	94,916.56
				2	47.49	379.94	3,799.35	98,783.18
				3	49.91	399.29	3,992.91	103,815.76
				4	52.46	419.67	4,196.74	109,115.11
				5	55.13	441.08	4,410.78	114,680.20
12/25/2021	AMPR	UT25	WATER QUALITY SUPERVISOR	1	48.55	388.38	3,883.81	100,979.14
				2	50.52	404.15	4,041.48	105,078.54
				3	53.09	424.71	4,247.13	110,425.27
				4	55.80	446.40	4,464.02	116,064.52
				5	58.64	469.13	4,691.29	121,973.63
03/01/2022	AMPR	UT26	WATER QUALITY MANAGER	1	67.30	538.36	5,383.62	139,974.13
				2	70.03	560.22	5,602.22	145,657.64
				3	73.60	588.80	5,887.99	153,087.65
				4	77.35	618.83	6,188.33	160,896.65
				5	81.30	650.40	6,504.00	169,104.00
03/01/2022	AMPR	UT27	WATER TREATMENT MANAGER	1	63.19	505.49	5,054.88	131,426.89
				2	65.75	526.01	5,260.13	136,763.35
				3	69.11	552.84	5,528.45	143,739.65
				4	72.63	581.05	5,810.45	151,071.82
				5	76.34	610.68	6,106.85	158,778.00
12/25/2021	AMPR	UT28	CONTROL SYSTEMS ADMINISTRATOR	1	50.25	401.98	4,019.81	104,515.13
				2	52.29	418.29	4,182.95	108,756.67
				3	54.95	439.64	4,396.36	114,305.28
				4	57.76	462.05	4,620.50	120,133.02
				5	60.70	485.61	4,856.09	126,258.43
12/25/2021	AMPR	UT29	CONTROL SYSTEMS ANALYST	1	46.02	368.12	3,681.22	95,711.72
				2	47.88	383.05	3,830.45	99,591.73
				3	50.33	402.65	4,026.47	104,688.17
				4	52.90	423.21	4,232.11	110,034.90
				5	55.60	444.79	4,447.86	115,644.28

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EXHIBIT A

City of Napa Salary Table Full-Time
Administrative, Managerial, and Professional Employees (AMP)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PAY PERIOD	ANNUAL SALARY
12/25/2021	AMPR	UT30	DEPUTY UTILITIES DIRECTOR	1	75.57	604.57	6,045.70	157,188.30
				2	78.64	629.12	6,291.20	163,571.21
				3	82.65	661.21	6,612.09	171,914.21
				4	86.87	694.94	6,949.37	180,683.63
				5	91.30	730.39	7,303.89	189,901.10
12/25/2021	AMPR	UT32	WATER RESOURCES ANALYST	1	45.63	365.06	3,650.64	94,916.56
				2	47.49	379.94	3,799.35	98,783.18
				3	49.91	399.29	3,992.91	103,815.76
				4	52.46	419.67	4,196.74	109,115.11
				5	55.13	441.08	4,410.78	114,680.20
03/01/2022	AMPR	UT35	ASSET MANAGEMENT SYSTEMS COORDINATOR	1	48.37	0.00	3,869.37	100,603.51
				2	50.33	0.00	4,026.48	104,688.42
				3	52.90	0.00	4,231.87	110,028.58
				4	55.60	0.00	4,447.74	115,641.14
				5	58.43	0.00	4,674.62	121,540.00
03/01/2022	AMPR	UT36	WATER PLANT MAINTENANCE SUPERINTENDENT	1	52.47	419.80	4,197.98	109,147.44
				2	54.61	436.84	4,368.43	113,579.26
				3	57.39	459.13	4,591.27	119,372.95
				4	60.32	482.55	4,825.47	125,462.17
				5	63.40	507.16	5,071.62	131,862.00
03/01/2022	AMPR	UT37	WATER CONTROL SYSTEMS SUPERINTENDENT	1	52.47	419.80	4,197.98	109,147.44
				2	54.61	436.84	4,368.43	113,579.26
				3	57.39	459.13	4,591.27	119,372.95
				4	60.32	482.55	4,825.47	125,462.17
				5	63.40	507.16	5,071.62	131,862.00
03/01/2022	AMPR	UT38	WATER DISTRIBUTION MANAGER	1	59.99	479.91	4,799.11	124,776.82
				2	62.99	503.91	5,039.06	131,015.66
				3	66.14	529.10	5,291.02	137,566.44
				4	69.44	555.56	5,555.57	144,444.76
				5	72.92	583.33	5,833.35	151,667.00
03/01/2022	AMPR	UT39	WATER CONTROL SYSTEMS ANALYST	1	47.70	381.64	3,816.36	99,225.32
				2	49.64	397.13	3,971.32	103,254.27
				3	52.17	417.39	4,173.90	108,521.27
				4	54.84	438.68	4,386.81	114,056.95
				5	57.63	461.06	4,610.58	119,875.00

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EXHIBIT A
City of Napa Salary Table Full-Time
Administrative, Managerial, and Professional Unrepresented Employees (AMPX)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PAY PERIOD	ANNUAL SALARY
12/25/2021	AMPX	CA01	DEPUTY CITY ATTORNEY	1	72.29	578.35	5,783.45	150,369.70
				2	75.22	601.73	6,017.34	156,450.82
				3	79.04	632.29	6,322.93	164,396.24
				4	83.08	664.61	6,646.11	172,798.98
				5	87.31	698.48	6,984.79	181,604.45
12/25/2021	AMPX	CA03	ASSISTANT CITY ATTORNEY	1	78.96	631.64	6,316.40	164,226.29
				2	82.15	657.24	6,572.39	170,882.15
				3	86.35	690.80	6,908.01	179,608.31
				4	90.76	726.06	7,260.59	188,775.31
				5	95.39	763.10	7,630.99	198,405.81
12/25/2021	AMPX	CA05	LEGAL ANALYST	1	45.63	365.06	3,650.64	94,916.56
				2	47.49	379.94	3,799.35	98,783.18
				3	49.91	399.29	3,992.91	103,815.76
				4	52.46	419.67	4,196.74	109,115.11
				5	55.13	441.08	4,410.78	114,680.20
12/25/2021	AMPX	CM02	COMMUNITY RELATIONS AND MEDIA MANAGER	1	53.52	428.18	4,281.79	111,326.52
				2	55.70	445.57	4,455.70	115,848.22
				3	58.54	468.29	4,682.86	121,754.24
				4	61.52	492.15	4,921.46	127,957.93
				5	64.66	517.27	5,172.70	134,490.19
12/25/2021	AMPX	CM03	DEPUTY CITY MANAGER	1	66.44	531.52	5,315.20	138,195.10
				2	69.14	553.10	5,530.98	143,805.51
				3	72.66	581.31	5,813.08	151,140.14
				4	76.37	610.96	6,109.60	158,849.69
				5	80.27	642.13	6,421.26	166,952.70

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EXHIBIT A
City of Napa Salary Table Full-Time
Napa City Employees' Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
08/06/2022	NCEA	CC01	IMAGING CLERK	1	28.19	225.54	2,255.44	58,641.45
				2	29.33	234.66	2,346.63	61,012.35
				3	30.83	246.64	2,466.37	64,125.60
				4	32.40	259.22	2,592.21	67,397.40
				5	34.06	272.49	2,724.91	70,847.70
08/06/2022	NCEA	CD01	BUILDING INSPECTOR I	1	37.72	301.76	3,017.58	78,457.05
				2	39.25	314.03	3,140.35	81,649.05
				3	41.26	330.10	3,301.04	85,827.00
				4	43.36	346.91	3,469.08	90,196.05
				5	45.58	364.64	3,646.37	94,805.55
08/06/2022	NCEA	CD02	BUILDING INSPECTOR II	1	44.01	352.12	3,521.18	91,550.55
				2	45.80	366.44	3,664.38	95,273.85
				3	48.14	385.11	3,851.08	100,128.00
				4	50.60	404.76	4,047.63	105,238.35
				5	53.18	425.41	4,254.08	110,605.95
08/06/2022	NCEA	CD03	SENIOR BUILDING INSPECTOR	1	48.42	387.34	3,873.41	100,708.65
				2	50.38	403.03	4,030.26	104,786.85
				3	52.95	423.62	4,236.18	110,140.80
				4	55.65	445.20	4,452.04	115,753.05
				5	58.50	467.96	4,679.61	121,669.80
08/06/2022	NCEA	CD04	HOUSING SPECIALIST	1	32.22	257.79	2,577.91	67,025.70
				2	33.53	268.27	2,682.71	69,750.45
				3	35.25	281.98	2,819.82	73,315.20
				4	37.04	296.31	2,963.06	77,039.55
				5	38.93	311.43	3,114.30	80,971.80
08/06/2022	NCEA	CD25	SENIOR HOUSING SPECIALIST	1	36.47	291.78	2,917.83	75,863.55
				2	37.95	303.62	3,036.16	78,940.05
				3	39.88	319.06	3,190.59	82,955.25
				4	41.91	335.31	3,353.05	87,179.40
				5	44.05	352.42	3,524.24	91,630.35
08/06/2022	NCEA	CD06	HOUSING REHABILITATION SPECIALIST	1	40.79	326.32	3,263.24	84,844.20
				2	42.45	339.59	3,395.86	88,292.40
				3	44.61	356.89	3,568.91	92,791.65
				4	46.89	375.12	3,751.25	97,532.40
				5	49.28	394.23	3,942.27	102,498.90
08/06/2022	NCEA	CD05	PLANNING AIDE	1	33.51	268.07	2,680.65	69,696.90
				2	34.86	278.90	2,788.96	72,513.00
				3	36.65	293.18	2,931.76	76,225.80
				4	38.51	308.10	3,081.02	80,106.60
				5	40.47	323.79	3,237.92	84,185.85
08/06/2022	NCEA	CD07	ASSISTANT PLANNER	1	41.26	330.10	3,301.04	85,827.00
				2	42.94	343.49	3,434.91	89,307.75
				3	45.13	361.03	3,610.34	93,868.95
				4	47.43	379.46	3,794.62	98,660.10
				5	49.85	398.81	3,988.14	103,691.70
08/06/2022	NCEA	CD08	PLAN EXAMINER	1	48.42	387.34	3,873.41	100,708.65
				2	50.38	403.03	4,030.26	104,786.85
				3	52.95	423.62	4,236.18	110,140.80
				4	55.65	445.20	4,452.04	115,753.05
				5	58.50	467.96	4,679.61	121,669.80

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EXHIBIT A
City of Napa Salary Table Full-Time
Napa City Employees' Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
08/06/2022	NCEA	CD09	PERMIT TECHNICIAN	1	35.48	283.87	2,838.72	73,806.60
				2	36.93	295.41	2,954.09	76,806.45
				3	38.81	310.51	3,105.09	80,732.40
				4	40.80	326.38	3,263.80	84,858.90
				5	42.89	343.13	3,431.28	89,213.25
08/06/2022	NCEA	FD06	FIRE PREVENTION INSPECTOR I	1	38.91	311.31	3,113.13	80,941.35
				2	40.49	323.95	3,239.53	84,227.85
				3	42.56	340.47	3,404.67	88,521.30
				4	44.73	357.82	3,578.20	93,033.15
				5	47.01	376.05	3,760.49	97,772.85
08/06/2022	NCEA	FD07	FIRE PREVENTION INSPECTOR II	1	42.81	342.45	3,424.45	89,035.80
				2	44.54	356.34	3,563.38	92,647.80
				3	46.81	374.50	3,745.03	97,370.70
				4	49.20	393.60	3,935.97	102,335.10
				5	51.70	413.62	4,136.23	107,542.05
08/06/2022	NCEA	FD11	SENIOR PREVENTION INSPECTOR	1	49.22	393.73	3,937.28	102,369.25
				2	51.21	409.71	4,097.14	106,525.76
				3	53.83	430.61	4,306.14	111,959.72
				4	56.57	452.58	4,525.80	117,670.77
				5	59.46	475.67	4,756.66	123,673.20
08/06/2022	NCEA	FN01	ACCOUNT CLERK I	1	26.88	215.01	2,150.08	55,902.00
				2	27.97	223.75	2,237.47	58,174.20
				3	29.39	235.16	2,351.56	61,140.45
				4	30.89	247.12	2,471.22	64,251.60
				5	32.46	259.71	2,597.13	67,525.50
08/06/2022	NCEA	FN02	ACCOUNT CLERK II	1	29.03	232.23	2,322.32	60,380.25
				2	30.21	241.66	2,416.62	62,832.00
				3	31.75	254.01	2,540.07	66,041.85
				4	33.37	266.95	2,669.50	69,407.10
				5	35.07	280.56	2,805.56	72,944.55
08/06/2022	NCEA	FN03	ACCOUNTING TECHNICIAN ENTRY	1	31.32	250.59	2,505.91	65,153.55
				2	32.60	260.78	2,607.76	67,801.65
				3	34.25	274.04	2,740.38	71,249.85
				4	36.01	288.06	2,880.59	74,895.45
				5	37.84	302.69	3,026.91	78,699.60
08/06/2022	NCEA	FN04	ACCOUNTING TECHNICIAN	1	34.45	275.59	2,755.93	71,654.10
				2	35.84	286.76	2,867.55	74,556.30
				3	37.67	301.39	3,013.90	78,361.50
				4	39.60	316.83	3,168.25	82,374.60
				5	41.63	333.02	3,330.24	86,586.15
08/06/2022	NCEA	FN05	PAYROLL SPECIALIST	1	36.61	292.85	2,928.53	76,141.80
				2	38.09	304.74	3,047.42	79,233.00
				3	40.04	320.28	3,202.82	83,273.40
				4	42.08	336.62	3,366.22	87,521.70
				5	44.22	353.80	3,537.98	91,987.35
08/06/2022	NCEA	G001	ENGINEERING AIDE	1	34.65	277.20	2,771.96	72,070.95
				2	36.06	288.49	2,884.92	75,007.80
				3	37.90	303.18	3,031.83	78,827.70
				4	39.83	318.63	3,186.27	82,842.90
				5	41.85	334.81	3,348.13	87,051.30

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EXHIBIT A
City of Napa Salary Table Full-Time
Napa City Employees' Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
08/06/2022	NCEA	G002	SENIOR ENGINEERING AIDE	1	37.95	303.62	3,036.16	78,940.05
				2	39.49	315.89	3,158.93	82,132.05
				3	41.49	331.96	3,319.58	86,308.95
				4	43.62	348.96	3,489.59	90,729.45
				5	45.84	366.74	3,667.45	95,353.65
08/06/2022	NCEA	G004	ENGINEERING ASSISTANT	1	45.64	365.13	3,651.29	94,933.65
				2	47.49	379.95	3,799.55	98,788.20
				3	49.92	399.37	3,993.72	103,836.60
				4	52.46	419.71	4,197.09	109,124.40
				5	55.14	441.10	4,411.01	114,686.25
08/06/2022	NCEA	G017	SUPERVISING ENGINEERING ASSISTANT	1	48.42	387.34	3,873.41	100,708.65
				2	50.38	403.03	4,030.26	104,786.85
				3	52.95	423.62	4,236.18	110,140.80
				4	55.65	445.20	4,452.04	115,753.05
				5	58.50	467.96	4,679.61	121,669.80
08/06/2022	NCEA	G008	CODE ENFORCEMENT ASSISTANT	1	30.69	245.51	2,455.14	63,833.70
				2	31.94	255.50	2,554.97	66,429.30
				3	33.57	268.53	2,685.29	69,817.65
				4	35.28	282.22	2,822.24	73,378.20
				5	37.08	296.60	2,966.05	77,117.25
08/06/2022	NCEA	G005	CODE ENFORCEMENT OFFICER	1	39.83	318.63	3,186.27	82,842.90
				2	41.44	331.53	3,315.25	86,196.60
				3	43.56	348.45	3,484.55	90,598.20
				4	45.77	366.20	3,661.96	95,210.85
				5	48.11	384.86	3,848.57	100,062.90
08/06/2022	NCEA	G006	PARKING ENFORCEMENT OFFICER	1	29.44	235.49	2,354.87	61,226.55
				2	30.63	245.05	2,450.54	63,714.00
				3	32.20	257.57	2,575.69	66,967.95
				4	33.84	270.73	2,707.34	70,390.95
				5	35.57	284.53	2,845.26	73,976.70
08/06/2022	NCEA	G007	COMMUNITY SERVICES OFFICER I	1	29.44	235.49	2,354.87	61,226.55
				2	30.63	245.06	2,450.58	63,715.05
				3	32.20	257.57	2,575.69	66,967.95
				4	33.84	270.73	2,707.34	70,390.95
				5	35.57	284.53	2,845.26	73,976.70
08/06/2022	NCEA	G015	COMMUNITY SERVICES OFFICER II	1	32.21	257.71	2,577.06	67,003.65
				2	33.52	268.19	2,681.86	69,728.40
				3	35.23	281.87	2,818.68	73,285.80
				4	37.03	296.26	2,962.62	77,028.00
				5	38.91	311.30	3,112.97	80,937.15
08/06/2022	NCEA	G009	OFFICE ASSISTANT I	1	24.40	195.22	1,952.15	50,755.95
				2	25.39	203.09	2,030.94	52,804.50
				3	26.68	213.45	2,134.53	55,497.75
				4	28.04	224.30	2,243.04	58,319.10
				5	29.47	235.77	2,357.73	61,301.10
08/06/2022	NCEA	G010	OFFICE ASSISTANT II	1	26.87	214.94	2,149.43	55,885.20
				2	27.96	223.69	2,236.86	58,158.45
				3	29.39	235.10	2,351.03	61,126.80
				4	30.88	247.07	2,470.65	64,236.90
				5	32.46	259.66	2,596.57	67,510.80

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EXHIBIT A
City of Napa Salary Table Full-Time
Napa City Employees' Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
08/06/2022	NCEA	G012	SENIOR OFFICE ASSISTANT	1	32.61	260.89	2,608.93	67,832.10
				2	33.93	271.44	2,714.41	70,574.70
				3	35.67	285.33	2,853.29	74,185.65
				4	37.48	299.83	2,998.32	77,956.20
				5	39.39	315.09	3,150.93	81,924.15
08/06/2022	NCEA	G011	SECRETARY	1	32.61	260.89	2,608.93	67,832.10
				2	33.93	271.44	2,714.41	70,574.70
				3	35.67	285.33	2,853.29	74,185.65
				4	37.48	299.83	2,998.32	77,956.20
				5	39.39	315.09	3,150.93	81,924.15
08/06/2022	NCEA	G013	ADMINISTRATIVE SECRETARY	1	36.77	294.12	2,941.21	76,471.50
				2	38.25	306.04	3,060.39	79,570.05
				3	40.20	321.60	3,216.03	83,616.75
				4	42.25	337.98	3,379.83	87,875.55
				5	44.40	355.22	3,552.15	92,355.90
08/06/2022	NCEA	G014	BUYER	1	31.14	249.10	2,490.96	64,765.05
				2	32.40	259.18	2,591.76	67,385.85
				3	34.04	272.36	2,723.58	70,813.05
				4	35.78	286.26	2,862.62	74,428.20
				5	37.60	300.83	3,008.25	78,214.50
08/06/2022	NCEA	G016	MAINTENANCE LABORER	1	22.20	177.63	1,776.28	46,183.20
				2	23.10	184.84	1,848.36	48,057.45
				3	24.28	194.27	1,942.74	50,511.30
				4	25.52	204.18	2,041.81	53,086.95
				5	26.83	214.61	2,146.12	55,799.10
08/06/2022	NCEA	G003	HEAVY EQUIPMENT OPERATOR	1	35.56	284.52	2,845.18	73,974.60
				2	37.01	296.05	2,960.52	76,973.40
				3	38.90	311.19	3,111.88	80,908.80
				4	40.88	327.06	3,270.59	85,035.30
				5	42.97	343.74	3,437.42	89,372.85
08/06/2022	NCEA	HR01	HUMAN RESOURCES COORDINATOR	1	35.48	283.83	2,838.31	73,796.10
				2	36.92	295.38	2,953.77	76,798.05
				3	38.80	310.41	3,104.12	80,707.20
				4	40.78	326.22	3,262.19	84,816.90
				5	42.86	342.89	3,428.86	89,150.25
08/06/2022	NCEA	IT01	TELECOMMUNICATIONS TECHNICIAN	1	42.03	336.21	3,362.06	87,413.55
				2	43.73	349.82	3,498.20	90,953.10
				3	45.96	367.71	3,677.06	95,603.55
				4	48.31	386.45	3,864.48	100,476.60
				5	50.77	406.16	4,061.60	105,601.65
08/06/2022	NCEA	IT02	TELECOMMUNICATIONS SPECIALIST	1	46.29	370.35	3,703.47	96,290.25
				2	48.17	385.37	3,853.66	100,195.20
				3	50.63	405.03	4,050.25	105,306.60
				4	53.21	425.69	4,256.86	110,678.40
				5	55.93	447.42	4,474.17	116,328.45
08/06/2022	NCEA	PD06	POLICE FORENSIC SPECIALIST	1	37.21	297.67	2,976.71	77,394.45
				2	38.71	309.70	3,096.98	80,521.35
				3	40.68	325.45	3,254.52	84,617.40
				4	42.76	342.07	3,420.66	88,937.10
				5	44.94	359.50	3,594.96	93,468.90

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EXHIBIT A
City of Napa Salary Table Full-Time
Napa City Employees' Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
08/06/2022	NCEA	PD07	PUBLIC SAFETY DISPATCHER I	1	36.59	292.75	2,927.48	76,114.50
				2	38.08	304.65	3,046.45	79,207.80
				3	40.02	320.16	3,201.57	83,240.85
				4	42.06	336.47	3,364.73	87,482.85
				5	44.20	353.59	3,535.88	91,932.75
08/06/2022	NCEA	PD08	PUBLIC SAFETY DISPATCHER II	1	39.91	319.28	3,192.85	83,014.05
				2	41.53	332.25	3,322.52	86,385.60
				3	43.66	349.25	3,492.46	90,804.00
				4	45.88	367.02	3,670.19	95,425.05
				5	48.22	385.75	3,857.50	100,294.95
08/06/2022	NCEA	PD09	PUBLIC SAFETY DISPATCH SUPERVISOR	1	43.86	350.92	3,509.18	91,238.70
				2	45.64	365.16	3,651.58	94,941.00
				3	47.98	383.80	3,838.03	99,788.85
				4	50.43	403.40	4,034.02	104,884.50
				5	53.00	424.01	4,240.06	110,241.60
08/06/2022	NCEA	PD10	POLICE OFFICER TRAINEE	1	30.67	245.39	2,453.89	63,801.15
				2	31.92	255.37	2,553.68	66,395.70
				3	33.55	268.40	2,683.96	69,783.00
				4	35.26	282.10	2,821.03	73,346.70
				5	37.05	296.42	2,964.19	77,068.95
08/06/2022	NCEA	PD11	CRIME ANALYSIS TECHNICIAN	1	35.46	283.65	2,836.53	73,749.90
				2	36.90	295.19	2,951.87	76,748.70
				3	38.79	310.32	3,103.15	80,682.00
				4	40.77	326.20	3,261.99	84,811.65
				5	42.86	342.87	3,428.73	89,147.10
08/06/2022	NCEA	PD12	HOMELESS OUTREACH SPECIALIST	1	32.21	257.69	2,576.90	66,999.45
				2	33.52	268.15	2,681.54	69,720.00
				3	35.23	281.83	2,818.28	73,275.30
				4	37.03	296.24	2,962.41	77,022.75
				5	38.91	311.31	3,113.13	80,941.35
08/06/2022	NCEA	PD13	PUBLIC SAFETY DISPATCH CALL TAKER	1	33.25	265.99	2,659.89	69,157.20
				2	34.60	276.83	2,768.28	71,975.40
				3	36.37	290.94	2,909.39	75,644.10
				4	38.22	305.77	3,057.72	79,500.75
				5	40.18	321.43	3,214.29	83,571.60
08/06/2022	NCEA	PD14	POLICE PROPERTY TECHNICIAN	1	32.67	261.39	2,613.89	67,961.25
				2	34.00	272.02	2,720.19	70,724.85
				3	35.74	285.89	2,858.95	74,332.65
				4	37.56	300.49	3,004.94	78,128.40
				5	39.47	315.74	3,157.43	82,093.20
08/06/2022	NCEA	PD15	POLICE RECORDS SPECIALIST I	1	25.21	201.70	2,016.97	52,441.20
				2	26.24	209.89	2,098.87	54,570.60
				3	27.57	220.60	2,205.97	57,355.20
				4	28.98	231.84	2,318.40	60,278.40
				5	30.46	243.67	2,436.73	63,354.90
08/06/2022	NCEA	PD16	POLICE RECORDS SPECIALIST II	1	27.74	221.92	2,219.22	57,699.60
				2	28.87	230.94	2,309.35	60,043.20
				3	30.34	242.72	2,427.16	63,106.05
				4	31.89	255.09	2,550.93	66,324.30
				5	33.51	268.11	2,681.13	69,709.50

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EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
08/06/2022	NCEA	PD17	SENIOR POLICE RECORDS SPECIALIST	1	32.61	260.89	2,608.93	67,832.10
				2	33.93	271.44	2,714.41	70,574.70
				3	35.67	285.33	2,853.29	74,185.65
				4	37.48	299.83	2,998.32	77,956.20
				5	39.39	315.09	3,150.93	81,924.15
08/06/2022	NCEA	PR01	PARK MAINTENANCE WORKER I	1	28.45	227.59	2,275.92	59,173.80
				2	29.61	236.87	2,368.68	61,585.65
				3	31.12	248.96	2,489.59	64,729.35
				4	32.70	261.62	2,616.20	68,021.10
				5	34.37	274.93	2,749.34	71,482.95
08/06/2022	NCEA	PR02	PARK MAINTENANCE WORKER II	1	31.51	252.10	2,520.97	65,545.20
				2	32.79	262.36	2,623.59	68,213.25
				3	34.46	275.71	2,757.10	71,684.55
				4	36.22	289.78	2,897.76	75,341.70
				5	38.07	304.59	3,045.89	79,193.10
08/06/2022	NCEA	PR03	PARK MAINTENANCE WORKER III	1	34.65	277.22	2,772.20	72,077.25
				2	36.06	288.50	2,885.04	75,010.95
				3	37.90	303.18	3,031.79	78,826.65
				4	39.82	318.59	3,185.90	82,833.45
				5	41.85	334.82	3,348.21	87,053.40
08/06/2022	NCEA	PR04	PARKS, TREES, & FACILITIES SUPERVISOR	1	41.32	330.60	3,305.97	85,955.10
				2	43.00	344.00	3,439.96	89,439.00
				3	45.19	361.54	3,615.35	93,999.15
				4	47.49	379.95	3,799.55	98,788.20
				5	49.92	399.37	3,993.72	103,836.60
08/06/2022	NCEA	PR05	RECREATION COORDINATOR	1	32.21	257.71	2,577.06	67,003.65
				2	33.52	268.19	2,681.90	69,729.45
				3	35.23	281.86	2,818.56	73,282.65
				4	37.03	296.26	2,962.62	77,028.00
				5	38.91	311.30	3,113.01	80,938.20
08/06/2022	NCEA	PR06	PARK RANGER I	1	28.44	227.52	2,275.23	59,155.95
				2	29.60	236.77	2,367.71	61,560.45
				3	31.11	248.86	2,488.58	64,703.10
				4	32.70	261.58	2,615.79	68,010.60
				5	34.36	274.91	2,749.06	71,475.60
08/06/2022	NCEA	PR07	PARK RANGER II	1	30.67	245.39	2,453.89	63,801.15
				2	31.92	255.37	2,553.68	66,395.70
				3	33.55	268.40	2,683.96	69,783.00
				4	35.26	282.10	2,821.03	73,346.70
				5	37.05	296.42	2,964.19	77,068.95
08/06/2022	NCEA	PR08	SENIOR PARK RANGER	1	33.74	269.90	2,698.98	70,173.60
				2	35.11	280.86	2,808.59	73,023.30
				3	36.90	295.18	2,951.79	76,746.60
				4	38.78	310.23	3,102.35	80,661.00
				5	40.76	326.07	3,260.65	84,777.00
08/06/2022	NCEA	PW02	MAINTENANCE CRAFTSWORKER	1	36.47	291.78	2,917.83	75,863.55
				2	37.95	303.62	3,036.16	78,940.05
				3	39.88	319.06	3,190.59	82,955.25
				4	41.91	335.31	3,353.05	87,179.40
				5	44.05	352.42	3,524.24	91,630.35

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08/06/2022	NCEA	PW03	CUSTODIAN	1	26.91	215.31	2,153.15	55,981.80
				2	28.01	224.06	2,240.62	58,256.10
				3	29.43	235.47	2,354.67	61,221.30
				4	30.94	247.50	2,475.01	64,350.30
				5	32.52	260.14	2,601.42	67,636.80
08/06/2022	NCEA	PW07	EQUIPMENT MECHANIC ENTRY	1	29.12	232.99	2,329.91	60,577.65
				2	30.31	242.47	2,424.73	63,043.05
				3	31.85	254.82	2,548.19	66,252.90
				4	33.48	267.83	2,678.35	69,637.05
				5	35.19	281.55	2,815.49	73,202.85
08/06/2022	NCEA	PW08	EQUIPMENT MECHANIC JOURNEY	1	37.34	298.73	2,987.33	77,670.60
				2	38.86	310.87	3,108.69	80,825.85
				3	40.84	326.74	3,267.44	84,953.40
				4	42.93	343.43	3,434.35	89,293.05
				5	45.11	360.92	3,609.17	93,838.50
08/06/2022	NCEA	PW15	EQUIPMENT MECHANIC MASTER	1	40.20	321.60	3,216.03	83,616.75
				2	41.83	334.63	3,346.27	87,003.00
				3	43.97	351.74	3,517.38	91,451.85
				4	46.21	369.66	3,696.65	96,112.80
				5	48.57	388.52	3,885.20	101,015.25
08/06/2022	NCEA	PW06	FLEET SHOP SUPERVISOR	1	46.29	370.35	3,703.47	96,290.25
				2	48.18	385.42	3,854.23	100,209.90
				3	50.63	405.07	4,050.70	105,318.15
				4	53.22	425.73	4,257.27	110,688.90
				5	55.93	447.43	4,474.29	116,331.60
08/06/2022	NCEA	PW27	CONCRETE FINISHER	1	33.13	265.01	2,650.13	68,903.51
				2	34.47	275.77	2,757.74	71,701.28
				3	36.23	289.84	2,898.41	75,358.75
				4	38.08	304.63	3,046.26	79,202.81
				5	40.02	320.17	3,201.65	83,242.95
08/06/2022	NCEA	PW09	STREET MAINTENANCE WORKER I	1	27.83	222.62	2,226.24	57,882.30
				2	28.96	231.68	2,316.83	60,237.45
				3	30.43	243.47	2,434.67	63,301.35
				4	31.98	255.86	2,558.61	66,523.80
				5	33.62	268.96	2,689.58	69,928.95
08/06/2022	NCEA	PW10	STREET MAINTENANCE WORKER II	1	31.55	252.41	2,524.08	65,626.05
				2	32.83	262.61	2,626.13	68,279.40
				3	34.50	276.02	2,760.17	71,764.35
				4	36.26	290.11	2,901.11	75,428.85
				5	38.11	304.91	3,049.08	79,276.05
08/06/2022	NCEA	PW05	STREET MAINTENANCE WORKER III	1	34.66	277.30	2,773.01	72,098.25
				2	36.07	288.59	2,885.88	75,033.00
				3	37.91	303.26	3,032.64	78,848.70
				4	39.84	318.68	3,186.83	82,857.60
				5	41.87	334.92	3,349.22	87,079.65
08/06/2022	NCEA	PW04	STREET FIELD SUPERVISOR	1	44.50	356.03	3,560.35	92,569.05
				2	46.30	370.43	3,704.28	96,311.25
				3	48.67	389.32	3,893.24	101,224.20
				4	51.15	409.21	4,092.05	106,393.35
				5	53.76	430.10	4,301.04	111,827.10

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08/06/2022	NCEA	PW01	ELECTRICIAN I	1	38.45	307.58	3,075.81	79,971.15
				2	40.01	320.08	3,200.76	83,219.85
				3	42.05	336.41	3,364.12	87,467.10
				4	44.20	353.57	3,535.67	91,927.50
				5	46.45	371.62	3,716.15	96,619.95
08/06/2022	NCEA	PW12	ELECTRICIAN II	1	42.03	336.21	3,362.06	87,413.55
				2	43.73	349.82	3,498.20	90,953.10
				3	45.96	367.71	3,677.06	95,603.55
				4	48.31	386.45	3,864.48	100,476.60
				5	50.77	406.16	4,061.60	105,601.65
08/06/2022	NCEA	PW13	ELECTRICIAN III	1	46.30	370.41	3,704.12	96,307.05
				2	48.18	385.42	3,854.23	100,209.90
				3	50.64	405.08	4,050.82	105,321.30
				4	53.22	425.75	4,257.51	110,695.20
				5	55.93	447.47	4,474.66	116,341.05
08/06/2022	NCEA	PW11	ELECTRICAL SUPERVISOR	1	46.29	370.35	3,703.47	96,290.25
				2	48.18	385.42	3,854.23	100,209.90
				3	50.63	405.07	4,050.70	105,318.15
				4	53.22	425.73	4,257.27	110,688.90
				5	55.93	447.43	4,474.29	116,331.60
08/06/2022	NCEA	PW16	CONSTRUCTION INSPECTOR I	1	38.68	309.45	3,094.51	80,457.30
				2	40.25	322.01	3,220.11	83,722.80
				3	42.31	338.45	3,384.47	87,996.30
				4	44.46	355.70	3,556.96	92,480.85
				5	46.72	373.75	3,737.52	97,175.40
08/06/2022	NCEA	PW17	CONSTRUCTION INSPECTOR II	1	42.98	343.81	3,438.06	89,389.65
				2	44.72	357.75	3,577.47	93,014.25
				3	47.00	375.99	3,759.93	97,758.15
				4	49.39	395.16	3,951.59	102,741.45
				5	51.91	415.31	4,153.07	107,979.90
08/06/2022	NCEA	PW14	SENIOR CONSTRUCTION INSPECTOR	1	48.42	387.34	3,873.41	100,708.65
				2	50.38	403.03	4,030.26	104,786.85
				3	52.95	423.62	4,236.18	110,140.80
				4	55.65	445.20	4,452.04	115,753.05
				5	58.50	467.96	4,679.61	121,669.80
08/06/2022	NCEA	UT01	WATER SERVICE WORKER	1	34.49	275.90	2,759.00	71,733.90
				2	35.88	287.07	2,870.70	74,638.20
				3	37.71	301.70	3,017.01	78,442.35
				4	39.64	317.14	3,171.36	82,455.45
				5	41.67	333.33	3,333.27	86,664.90
08/06/2022	NCEA	UT02	WATER TREATMENT OPERATOR TRAINEE	1	37.49	299.90	2,999.00	77,974.05
				2	39.01	312.07	3,120.72	81,138.75
				3	41.00	328.00	3,280.00	85,279.95
				4	43.09	344.69	3,446.91	89,619.60
				5	45.28	362.25	3,622.46	94,183.95
08/06/2022	NCEA	UT03	WATER TREATMENT OPERATOR	1	44.52	356.16	3,561.64	92,602.65
				2	46.33	370.65	3,706.50	96,369.00
				3	48.69	389.53	3,895.34	101,278.80
				4	51.18	409.42	4,094.19	106,449.00
				5	53.79	430.30	4,303.02	111,878.55

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08/06/2022	NCEA	UT04	WATER FACILITIES SUPERVISOR	1	42.03	336.24	3,362.42	87,423.00
				2	43.74	349.88	3,498.84	90,969.90
				3	45.97	367.75	3,677.46	95,614.05
				4	48.31	386.46	3,864.65	100,480.80
				5	50.77	406.19	4,061.88	105,609.00
08/06/2022	NCEA	UT05	SUPERVISING WATER SERVICE WORKER	1	38.44	307.52	3,075.21	79,955.40
				2	40.01	320.06	3,200.56	83,214.60
				3	42.05	336.43	3,364.28	87,471.30
				4	44.19	353.55	3,535.47	91,922.25
				5	46.45	371.59	3,715.87	96,612.60
08/06/2022	NCEA	UT07	WATER FACILITY WORKER I	1	28.34	226.72	2,267.19	58,947.00
				2	29.50	235.96	2,359.63	61,350.45
				3	31.00	248.00	2,480.02	64,480.50
				4	32.58	260.63	2,606.34	67,764.90
				5	34.24	273.92	2,739.21	71,219.40
08/06/2022	NCEA	UT08	WATER FACILITY WORKER II	1	32.21	257.67	2,576.66	66,993.15
				2	33.52	268.15	2,681.54	69,720.00
				3	35.23	281.86	2,818.56	73,282.65
				4	37.02	296.17	2,961.73	77,004.90
				5	38.91	311.31	3,113.13	80,941.35
08/06/2022	NCEA	UT09	WATER FACILITY WORKER III	1	36.14	289.11	2,891.05	75,167.40
				2	37.61	300.89	3,008.90	78,231.30
				3	39.53	316.21	3,162.12	82,215.00
				4	41.55	332.40	3,323.98	86,423.40
				5	43.67	349.38	3,493.79	90,838.65
08/06/2022	NCEA	UT12	WATER SYSTEMS SPECIALIST	1	37.50	300.03	3,000.29	78,007.65
				2	39.02	312.18	3,121.81	81,167.10
				3	41.01	328.05	3,280.52	85,293.60
				4	43.10	344.80	3,447.96	89,646.90
				5	45.30	362.42	3,624.16	94,228.05
08/06/2022	NCEA	UT15	SCALEHOUSE ATTENDANT	1	25.60	204.83	2,048.31	53,256.00
				2	26.64	213.15	2,131.46	55,417.95
				3	28.00	223.99	2,239.89	58,237.20
				4	29.43	235.41	2,354.14	61,207.65
				5	30.93	247.43	2,474.33	64,332.45
08/06/2022	NCEA	UT21	SENIOR SCALEHOUSE ATTENDANT	1	31.32	250.59	2,505.91	65,153.55
				2	32.60	260.78	2,607.76	67,801.65
				3	34.25	274.04	2,740.38	71,249.85
				4	36.01	288.06	2,880.59	74,895.45
				5	37.84	302.69	3,026.91	78,699.60
08/06/2022	NCEA	UT17	SENIOR WATER TREATMENT OPERATOR	1	47.08	376.61	3,766.11	97,918.80
				2	48.99	391.93	3,919.33	101,902.50
				3	51.49	411.89	4,118.91	107,091.60
				4	54.11	432.86	4,328.58	112,543.20
				5	56.87	455.00	4,549.97	118,299.30
08/06/2022	NCEA	UT20	WASTE PREVENTION SPECIALIST	1	39.83	318.63	3,186.27	82,842.90
				2	41.44	331.53	3,315.25	86,196.60
				3	43.56	348.45	3,484.55	90,598.20
				4	45.77	366.20	3,661.96	95,210.85
				5	48.11	384.86	3,848.57	100,062.90

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EXHIBIT A
City of Napa Salary Table Full-Time
Napa City Employees' Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
08/06/2022	NCEA	UT33	WATER CONSERVATION SPECIALIST	1	39.83	318.63	3,186.27	82,842.90
				2	41.44	331.53	3,315.25	86,196.60
				3	43.56	348.45	3,484.55	90,598.20
				4	45.77	366.20	3,661.96	95,210.85
				5	48.11	384.86	3,848.57	100,062.90
08/06/2022	NCEA	UT34	UTILITIES PROGRAM COMPLIANCE COORDINATOR	1	39.83	318.63	3,186.27	82,842.90
				2	41.44	331.53	3,315.25	86,196.60
				3	43.56	348.45	3,484.55	90,598.20
				4	45.77	366.20	3,661.96	95,210.85
				5	48.11	384.86	3,848.57	100,062.90
08/06/2022	NCEA	UT40	ADVANCED WATER TREATMENT OPERATOR	1	48.60	388.84	3,888.37	101,097.71
				2	50.58	404.63	4,046.26	105,202.68
				3	53.16	425.27	4,252.66	110,569.07
				4	55.87	446.96	4,469.59	116,209.21
				5	58.72	469.76	4,697.58	122,137.05
08/06/2022	NCEA	UT41	SENIOR WATER LABORATORY ANALYST	1	43.34	346.72	3,467.18	90,146.71
				2	45.10	360.80	3,607.96	93,807.03
				3	47.40	379.20	3,792.01	98,592.13
				4	49.82	398.54	3,985.44	103,621.32
				5	52.36	418.87	4,188.73	108,907.05
08/06/2022	NCEA	UT42	SENIOR WATER TREATMENT OPERATOR	1	51.03	408.28	4,082.79	106,152.55
				2	53.11	424.86	4,248.57	110,462.77
				3	55.82	446.53	4,465.29	116,097.48
				4	58.66	469.31	4,693.06	122,019.62
				5	61.66	493.25	4,932.46	128,243.85
08/06/2022	NCEA	UT43	UTILITIES INVENTORY SPECIALIST	1	31.16	249.27	2,492.66	64,809.06
				2	32.42	259.39	2,593.87	67,440.57
				3	34.08	272.62	2,726.18	70,880.71
				4	35.82	286.52	2,865.24	74,496.33
				5	37.64	301.14	3,011.40	78,296.40
08/06/2022	NCEA	UT44	WATER DISTRIBUTION EQUIPMENT OPERATOR	1	38.54	308.30	3,082.96	80,156.97
				2	40.10	320.81	3,208.14	83,411.66
				3	42.15	337.18	3,371.79	87,666.50
				4	44.30	354.38	3,543.78	92,138.37
				5	46.56	372.46	3,724.55	96,838.35
08/06/2022	NCEA	UT45	WATER DISTRIBUTION OPERATOR I	1	31.17	249.39	2,493.86	64,840.35
				2	32.44	259.51	2,595.12	67,473.13
				3	34.09	272.75	2,727.50	70,914.93
				4	35.83	286.66	2,866.63	74,532.31
				5	37.66	301.29	3,012.85	78,334.20
08/06/2022	NCEA	UT46	WATER DISTRIBUTION OPERATOR II	1	35.85	286.80	2,867.95	74,566.75
				2	37.31	298.44	2,984.40	77,594.45
				3	39.21	313.66	3,136.64	81,552.54
				4	41.21	329.66	3,296.64	85,712.55
				5	43.31	346.48	3,464.80	90,084.75
08/06/2022	NCEA	UT47	WATER DISTRIBUTION OPERATOR III	1	38.54	308.30	3,082.96	80,156.97
				2	40.10	320.81	3,208.14	83,411.66
				3	42.15	337.18	3,371.79	87,666.50
				4	44.30	354.38	3,543.78	92,138.37
				5	46.56	372.46	3,724.55	96,838.35

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EXHIBIT A
City of Napa Salary Table Full-Time
Napa City Employees' Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
08/06/2022	NCEA	UT48	WATER DISTRIBUTION OPERATOR LEAD	1	42.39	339.13	3,391.27	88,172.92
				2	44.11	352.90	3,528.97	91,753.10
				3	46.36	370.90	3,708.98	96,433.43
				4	48.73	389.82	3,898.17	101,352.50
				5	51.21	409.70	4,097.02	106,522.50
08/06/2022	NCEA	UT49	WATER DISTRIBUTION SUPERINTENDENT	1	48.75	389.99	3,899.94	101,398.43
				2	50.73	405.83	4,058.29	105,515.61
				3	53.32	426.53	4,265.31	110,897.97
				4	56.04	448.29	4,482.88	116,554.88
				5	58.89	471.16	4,711.55	122,500.35
08/06/2022	NCEA	UT50	WATER LABORATORY ANALYST	1	39.40	315.20	3,151.99	81,951.71
				2	41.00	328.00	3,279.97	85,279.28
				3	43.09	344.73	3,447.28	89,629.39
				4	45.29	362.31	3,623.13	94,201.38
				5	47.60	380.79	3,807.95	99,006.60
08/06/2022	NCEA	UT06	PLANT MAINTENANCE MECHANIC I	1	36.70	293.57	2,935.72	76,328.70
				2	38.19	305.48	3,054.81	79,425.15
				3	40.13	321.04	3,210.42	83,470.80
				4	42.18	337.42	3,374.22	87,729.60
				5	44.32	354.59	3,545.93	92,194.20
08/06/2022	NCEA	UT10	PLANT MAINTENANCE MECHANIC II	1	39.20	313.61	3,136.07	81,537.75
				2	40.80	326.37	3,263.68	84,855.75
				3	42.88	343.07	3,430.67	89,197.50
				4	45.07	360.55	3,605.46	93,741.90
				5	47.36	378.90	3,789.05	98,515.20
08/06/2022	NCEA	UT19	PLANT MAINTENANCE ELECTRICIAN	1	42.80	342.39	3,423.86	89,020.32
				2	44.54	356.29	3,562.88	92,634.91
				3	46.81	374.46	3,744.62	97,360.22
				4	49.20	393.56	3,935.64	102,326.56
				5	51.70	413.64	4,136.39	107,546.25
08/06/2022	NCEA	UT51	WATER PLANT MAINTENANCE ELECTRICIAN	1	43.56	348.47	3,484.70	90,602.14
				2	45.33	362.62	3,626.19	94,280.95
				3	47.64	381.12	3,811.16	99,090.22
				4	50.07	400.56	4,005.57	104,144.82
				5	52.62	420.99	4,209.89	109,457.25
08/06/2022	NCEA	UT52	WATER PLANT MAINTENANCE MECHANIC I	1	37.50	299.99	2,999.93	77,998.05
				2	39.02	312.17	3,121.73	81,165.09
				3	41.01	328.10	3,280.97	85,305.33
				4	43.10	344.83	3,448.34	89,656.76
				5	45.30	362.42	3,624.24	94,230.15
08/06/2022	NCEA	UT53	WATER PLANT MAINTENANCE MECHANIC II	1	41.25	329.99	3,299.91	85,797.60
				2	42.92	343.39	3,433.90	89,281.33
				3	45.11	360.91	3,609.06	93,835.57
				4	47.41	379.32	3,793.16	98,622.13
				5	49.83	398.66	3,986.65	103,652.85
08/06/2022	NCEA	UT54	WATER PLANT MAINTENANCE MECHANIC LEAD	1	45.37	362.99	3,629.91	94,377.62
				2	47.22	377.73	3,777.30	98,209.73
				3	49.62	397.00	3,969.98	103,219.42
				4	52.16	417.25	4,172.49	108,484.65
				5	54.82	438.53	4,385.33	114,018.45

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EXHIBIT A
City of Napa Salary Table Full-Time
Napa City Employees' Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
08/06/2022	NCEA	UT55	WATER TREATMENT OPERATOR	1	46.29	370.32	3,703.22	96,283.61
				2	48.17	385.36	3,853.58	100,193.12
				3	50.63	405.02	4,050.15	105,303.98
				4	53.21	425.68	4,256.75	110,675.53
				5	55.92	447.39	4,473.89	116,321.10
08/06/2022	NCEA	UT56	WATER TREATMENT OPERATOR TRAINEE	1	38.58	308.60	3,086.00	80,236.05
				2	40.14	321.13	3,211.31	83,493.96
				3	42.19	337.51	3,375.12	87,752.99
				4	44.34	354.73	3,547.28	92,229.28
				5	46.60	372.82	3,728.23	96,933.90
08/06/2022	NCEA	UT57	WATERSHED AND FACILITIES MAINTENANCE WORKER	1	35.85	286.80	2,867.95	74,566.75
				2	37.31	298.44	2,984.40	77,594.45
				3	39.21	313.66	3,136.64	81,552.54
				4	41.21	329.66	3,296.64	85,712.55
				5	43.31	346.48	3,464.80	90,084.75

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EXHIBIT A
City of Napa Salary Table Full-Time
Napa Chief Firefighters Association (NCFA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
06/25/2022	NCFA	FD01	FIREFIGHTER	1	33.45	1,058.89	3,746.85	97,418.00
				2	35.09	1,110.76	3,930.38	102,190.00
				3	36.62	1,158.96	4,100.92	106,624.00
				4	38.37	1,214.45	4,297.27	111,729.00
				5	40.13	1,270.26	4,494.77	116,864.00
				6	42.11	1,332.90	4,716.42	122,627.00
06/25/2022	NCFA	FD02	FIRE CAPTAIN	1	40.46	1,280.72	4,531.77	117,826.00
				2	42.41	1,342.51	4,750.42	123,511.00
				3	44.28	1,401.62	4,959.58	128,949.00
				4	46.42	1,469.41	5,199.46	135,186.00
				5	48.52	1,535.83	5,434.46	141,296.00
				6	50.87	1,610.03	5,697.04	148,123.00
06/25/2022	NCFA	FD03	FIREFIGHTER/PARAMEDIC	1	36.78	1,164.09	4,119.08	107,096.00
				2	38.57	1,220.74	4,319.54	112,308.00
				3	40.27	1,274.58	4,510.04	117,261.00
				4	42.21	1,335.88	4,726.96	122,901.00
				5	44.13	1,396.70	4,942.15	128,496.00
				6	46.25	1,463.77	5,179.50	134,667.00

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EXHIBIT A
City of Napa Salary Table Full-Time
Napa Chief Fire Officers (NCFO)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
01/08/2022	NCFO	FD04	FIRE DIVISION CHIEF	1	84.65	677.22	6,772.21	176,077.50
				2	88.09	704.72	7,047.16	183,226.27
				3	92.58	740.66	7,406.65	192,572.79
				4	92.63	741.00	7,410.04	202,395.20
				5	102.27	818.15	8,181.53	212,719.76
01/08/2022	NCFO	FD05	FIRE BATTALION CHIEF	1	52.58	1,664.25	5,888.88	153,110.87
				2	54.71	1,731.81	6,127.95	159,326.82
				3	57.51	1,820.18	6,440.65	167,456.84
				4	60.44	1,913.02	6,769.14	175,997.61
				5	63.52	2,010.59	7,114.40	184,974.34

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EXHIBIT A
City of Napa Salary Table Full-Time
Napa Police Officers' Association (NPOA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
09/03/2022	NPOA	PD01	POLICE OFFICER	1	52.19	417.50	4,174.96	108,549.00
				2	54.75	438.01	4,380.12	113,883.00
				3	57.50	459.97	4,599.73	119,592.90
				4	60.43	483.46	4,834.64	125,700.75
				5	63.49	507.89	5,078.85	132,050.10
09/03/2022	NPOA	PD02	POLICE SERGEANT	1	64.27	514.12	5,141.20	133,671.30
				2	67.50	539.99	5,399.87	140,396.55
				3	70.79	566.31	5,663.05	147,239.40
				4	74.38	595.02	5,950.19	154,704.90
				5	78.02	624.15	6,241.52	162,279.60

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EXHIBIT A
City of Napa Salary Table Full-Time
Police Management Unit (PMU)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
09/03/2022	PMU	PD04	POLICE LIEUTENANT	1	79.28	634.27	6,342.73	164,910.90
				2	82.51	660.09	6,600.87	171,622.50
				3	86.73	693.83	6,938.28	180,395.25
				4	91.15	729.20	7,292.05	189,593.25
				5	95.80	766.42	7,664.23	199,270.05
09/03/2022	PMU	PD05	POLICE CAPTAIN	1	91.19	729.53	7,295.32	189,678.30
				2	94.89	759.15	7,591.50	197,379.00
				3	99.74	797.89	7,978.87	207,450.60
				4	104.82	838.57	8,385.66	218,027.25
				5	110.16	881.31	8,813.09	229,140.45

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EXHIBIT A
City of Napa Salary Table Full-Time
Executive Group

Effective Date	Group/BU	Job Class	Description	Minimum Pay Rate	Maximum Pay Rate
12/25/2021	EXEC	CA04	CITY ATTORNEY	189,143.02	228,499.32
12/25/2021	EXEC	CC04	CITY CLERK	125,466.36	151,569.65
12/25/2021	EXEC	CD24	COMMUNITY DEVELOPMENT DIRECTOR	161,249.59	194,819.35
12/25/2021	EXEC	CM04	CITY MANAGER	213,849.63	258,378.59
12/25/2021	EXEC	CM06	ASSISTANT CITY MANAGER	186,324.94	225,102.38
12/25/2021	EXEC	FD10	FIRE CHIEF	204,754.73	245,711.65
12/25/2021	EXEC	FN13	FINANCE DIRECTOR	164,489.97	198,747.77
12/25/2021	EXEC	HR04	HUMAN RESOURCES DIRECTOR	154,298.12	186,388.80
12/25/2021	EXEC	PD20	POLICE CHIEF	208,730.53	252,188.29
12/25/2021	EXEC	PR12	PARKS AND RECREATION DIRECTOR	161,249.59	194,819.35
12/25/2021	EXEC	PW26	PUBLIC WORKS DIRECTOR	179,530.03	216,906.67
12/25/2021	EXEC	UT31	UTILITIES DIRECTOR	179,530.03	216,906.67

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