

EXHIBIT A

City of Napa Salary Table Full-Time
Association of Managers Professionals (AMP)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	AMPR	CC02	DEPUTY CITY CLERK	1	44.3039	354.4308	3544.31	92152
				2	46.1086	368.8692	3688.69	95906
				3	48.4578	387.6615	3876.62	100792
				4	50.9313	407.45	4074.5	105937
				5	53.5289	428.2308	4282.31	111340
10/16/2021	AMPR	CC03	RECORDS ANALYST	1	40.661	325.2885	3252.88	84575
				2	42.312	338.4962	3384.96	88009
				3	44.4703	355.7615	3557.62	92498
				4	46.739	373.9115	3739.12	97217
				5	49.1231	392.9846	3929.85	102176
10/16/2021	AMPR	CD10	ASSOCIATE PLANNER	1	43.7735	350.1885	3501.88	91049
				2	45.5481	364.3846	3643.85	94740
				3	47.876	383.0077	3830.08	99582
				4	50.3125	402.5	4025	104650
				5	52.8813	423.05	4230.5	109993
10/16/2021	AMPR	CD11	SENIOR PLANNER	1	49.6581	397.2654	3972.65	103289
				2	51.6726	413.3808	4133.81	107479
				3	54.3068	434.4538	4344.54	112958
				4	57.0794	456.6346	4566.35	118725
				5	59.988	479.9038	4799.04	124775
10/16/2021	AMPR	CD12	CHIEF BUILDING OFFICIAL	1	63.3351	506.6808	5066.81	131737
				2	65.911	527.2885	5272.88	137095
				3	69.2716	554.1731	5541.73	144085
				4	72.7995	582.3962	5823.96	151423
				5	76.5091	612.0731	6120.73	159139
10/16/2021	AMPR	CD13	DEVELOPMENT PROJECT COORDINATOR	1	45.126	361.0077	3610.08	93862
				2	46.9591	375.6731	3756.73	97675
				3	49.3591	394.8731	3948.73	102667
				4	51.8841	415.0731	4150.73	107919
				5	54.5255	436.2038	4362.04	113413
10/16/2021	AMPR	CD14	PLANNING MANAGER	1	62.713	501.7038	5017.04	130443
				2	65.2596	522.0769	5220.77	135740
				3	68.5885	548.7077	5487.08	142664
				4	72.087	576.6962	5766.96	149941
				5	75.7644	606.1154	6061.15	157590
10/16/2021	AMPR	CD15	HOUSING MANAGER	1	66.6159	532.9269	5329.27	138561
				2	69.3144	554.5154	5545.15	144174
				3	72.8438	582.75	5827.5	151515
				4	76.5534	612.4269	6124.27	159231
				5	80.4456	643.5654	6435.65	167327
10/16/2021	AMPR	CD16	ASSISTANT HOUSING MANAGER	1	51.0693	408.5538	4085.54	106224
				2	53.1433	425.1462	4251.46	110538
				3	55.8563	446.85	4468.5	116181
				4	58.7078	469.6615	4696.62	122112
				5	61.7048	493.6385	4936.38	128346
10/16/2021	AMPR	CD17	SENIOR DEVELOPMENT PROJECT COORDINATOR	1	49.6581	397.2654	3972.65	103289
				2	51.6726	413.3808	4133.81	107479
				3	54.3068	434.4538	4344.54	112958
				4	57.0794	456.6346	4566.35	118725
				5	59.988	479.9038	4799.04	124775

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EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	AMPR	CD18	ECONOMIC DEVELOPMENT MANAGER	1	58.9404	471.5231	4715.23	122596
				2	61.3341	490.6731	4906.73	127575
				3	64.4625	515.7	5157	134082
				4	67.75	542	5420	140920
				5	71.2058	569.6462	5696.46	148108
10/16/2021	AMPR	CD19	AFFORDABLE HOUSING REPRESENTATIVE	1	38.8985	311.1885	3111.88	80909
				2	40.4774	323.8192	3238.19	84193
				3	42.5419	340.3346	3403.35	88487
				4	44.711	357.6885	3576.88	92999
				5	46.9885	375.9077	3759.08	97736
10/16/2021	AMPR	CD20	RENTAL ASSIST PROGRAM SUPERVISOR	1	44.726	357.8077	3578.08	93030
				2	46.538	372.3038	3723.04	96799
				3	48.9159	391.3269	3913.27	101745
				4	51.4115	411.2923	4112.92	106936
				5	54.037	432.2962	4322.96	112397
10/16/2021	AMPR	CD21	HOUSING REHABILITATION PROGRAM	1	44.726	357.8077	3578.08	93030
				2	46.538	372.3038	3723.04	96799
				3	48.9159	391.3269	3913.27	101745
				4	51.4115	411.2923	4112.92	106936
				5	54.037	432.2962	4322.96	112397
10/16/2021	AMPR	CD22	DEPUTY CHIEF BUILDING OFFICER	1	56.5649	452.5192	4525.19	117655
				2	58.8615	470.8923	4708.92	122432
				3	61.8644	494.9154	4949.15	128678
				4	65.0198	520.1577	5201.58	135241
				5	68.3365	546.6923	5466.92	142140
10/16/2021	AMPR	CD23	PARKING PROGRAMS MANAGER	1	55.4928	443.9423	4439.42	115425
				2	57.7485	461.9885	4619.88	120117
				3	60.6938	485.55	4855.5	126243
				4	63.7856	510.2846	5102.85	132674
				5	67.0375	536.3	5363	139438
10/16/2021	AMPR	FD09	FIRE MARSHAL	1	63.3351	506.6808	5066.81	131737
				2	65.911	527.2885	5272.88	137095
				3	69.2716	554.1731	5541.73	144085
				4	72.7995	582.3962	5823.96	151423
				5	76.5091	612.0731	6120.73	159139
10/16/2021	AMPR	FN11	PURCHASING SERVICES MANAGER	1	51.9635	415.7077	4157.08	108084
				2	54.0745	432.5962	4325.96	112475
				3	56.8308	454.6462	4546.46	118208
				4	59.7265	477.8115	4778.12	124231
				5	62.7755	502.2038	5022.04	130573
10/16/2021	AMPR	FN12	SENIOR ACCOUNTANT	1	48.7375	389.9	3899	101374
				2	50.7164	405.7308	4057.31	105490
				3	53.3034	426.4269	4264.27	110871
				4	56.0226	448.1808	4481.81	116527
				5	58.8808	471.0462	4710.46	122472
10/16/2021	AMPR	FN14	ACCOUNTANT I	1	40.0519	320.4154	3204.15	83308
				2	41.6779	333.4231	3334.23	86690
				3	43.8039	350.4308	3504.31	91112
				4	46.038	368.3038	3683.04	95759
				5	48.3865	387.0923	3870.92	100644

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EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	AMPR	FN15	ACCOUNTANT II	1	44.3039	354.4308	3544.31	92152
				2	46.1086	368.8692	3688.69	95906
				3	48.4578	387.6615	3876.62	100792
				4	50.9313	407.45	4074.5	105937
				5	53.5289	428.2308	4282.31	111340
10/16/2021	AMPR	FN16	ACCOUNTING SUPERVISOR	1	51.9635	415.7077	4157.08	108084
				2	54.0745	432.5962	4325.96	112475
				3	56.8308	454.6462	4546.46	118208
				4	59.7265	477.8115	4778.12	124231
				5	62.7755	502.2038	5022.04	130573
10/16/2021	AMPR	FN17	BUDGET ANALYST I	1	40.0519	320.4154	3204.15	83308
				2	41.6779	333.4231	3334.23	86690
				3	43.8039	350.4308	3504.31	91112
				4	46.038	368.3038	3683.04	95759
				5	48.3865	387.0923	3870.92	100644
10/16/2021	AMPR	FN18	BUDGET ANALYST II	1	44.3039	354.4308	3544.31	92152
				2	46.1086	368.8692	3688.69	95906
				3	48.4578	387.6615	3876.62	100792
				4	50.9313	407.45	4074.5	105937
				5	53.5289	428.2308	4282.31	111340
10/16/2021	AMPR	FN19	DEPUTY FINANCE DIRECTOR	1	62.688	501.5038	5015.04	130391
				2	65.2336	521.8692	5218.69	135686
				3	68.5573	548.4577	5484.58	142599
				4	72.0505	576.4038	5764.04	149865
				5	75.724	605.7923	6057.92	157506
10/16/2021	AMPR	FN20	SENIOR BUDGET ANALYST	1	48.7375	389.9	3899	101374
				2	50.7164	405.7308	4057.31	105490
				3	53.3034	426.4269	4264.27	110871
				4	56.0226	448.1808	4481.81	116527
				5	58.8808	471.0462	4710.46	122472
10/16/2021	AMPR	FN21	BUDGET OFFICER	1	54.6544	437.2346	4372.35	113681
				2	56.8735	454.9885	4549.88	118297
				3	59.775	478.2	4782	124332
				4	62.824	502.5923	5025.92	130674
				5	66.0289	528.2308	5282.31	137340
10/16/2021	AMPR	G019	ASSOCIAT CIVL ENGINEER	1	50.0448	400.3577	4003.58	104093
				2	52.0735	416.5885	4165.88	108313
				3	54.7289	437.8308	4378.31	113836
				4	57.5226	460.1808	4601.81	119647
				5	60.4534	483.6269	4836.27	125743
10/16/2021	AMPR	G020	JUNIOR ENGINEER	1	40.8914	327.1308	3271.31	85054
				2	42.5505	340.4038	3404.04	88505
				3	44.7188	357.75	3577.5	93015
				4	46.9953	375.9615	3759.62	97750
				5	49.3961	395.1692	3951.69	102744
10/16/2021	AMPR	G021	ASSISTANT ENG	1	44.9803	359.8423	3598.42	93559
				2	46.8063	374.45	3744.5	97357
				3	49.1919	393.5346	3935.35	102319
				4	51.7024	413.6192	4136.19	107541
				5	54.3423	434.7385	4347.38	113032

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EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	AMPR	G022	SENIOR CIVIL ENGINEER	1	56.1548	449.2385	4492.38	116802
				2	58.4351	467.4808	4674.81	121545
				3	61.4159	491.3269	4913.27	127745
				4	64.549	516.3923	5163.92	134262
				5	67.8414	542.7308	5427.31	141110
10/16/2021	AMPR	G023	ADMINISTRATIVE ASSISTANT	1	38.1495	305.1962	3051.96	79351
				2	39.6919	317.5346	3175.35	82559
				3	41.7221	333.7769	3337.77	86782
				4	43.8453	350.7615	3507.62	91198
				5	46.0784	368.6269	3686.27	95843
10/16/2021	AMPR	G018	MANAGEMENT ANALYST I	1	40.0485	320.3885	3203.88	83301
				2	41.6779	333.4231	3334.23	86690
				3	43.801	350.4077	3504.08	91106
				4	46.0351	368.2808	3682.81	95753
				5	48.3856	387.0846	3870.85	100642
10/16/2021	AMPR	G024	MANAGEMENT ANALYST II	1	44.3039	354.4308	3544.31	92152
				2	46.1086	368.8692	3688.69	95906
				3	48.4578	387.6615	3876.62	100792
				4	50.9313	407.45	4074.5	105937
				5	53.5289	428.2308	4282.31	111340
10/16/2021	AMPR	G025	ADMINISTRATIVE SERVICES MANAGER	1	51.9635	415.7077	4157.08	108084
				2	54.0745	432.5962	4325.96	112475
				3	56.8308	454.6462	4546.46	118208
				4	59.7265	477.8115	4778.12	124231
				5	62.7755	502.2038	5022.04	130573
10/16/2021	AMPR	HR02	HUMAN RESOURCES MANAGER	1	51.9635	415.7077	4157.08	108084
				2	54.0745	432.5962	4325.96	112475
				3	56.8308	454.6462	4546.46	118208
				4	59.7265	477.8115	4778.12	124231
				5	62.7755	502.2038	5022.04	130573
10/16/2021	AMPR	HR03	SAFETY ANALYST	1	40.0485	320.3885	3203.88	83301
				2	41.6779	333.4231	3334.23	86690
				3	43.801	350.4077	3504.08	91106
				4	46.0351	368.2808	3682.81	95753
				5	48.3856	387.0846	3870.85	100642
				1	66.6159	532.9269	5329.27	138561
10/16/2021	AMPR	IT03	INFORMATION TECHNOLOGY MANAGER	2	69.3144	554.5154	5545.15	144174
				3	72.8438	582.75	5827.5	151515
				4	76.5534	612.4269	6124.27	159231
				5	80.4456	643.5654	6435.65	167327
10/16/2021	AMPR	IT04	GIS COORDINATOR	1	48.3669	386.9346	3869.35	100603
				2	50.3308	402.6462	4026.46	104688
				3	52.8985	423.1885	4231.88	110029
				4	55.5966	444.7731	4447.73	115641
				5	58.4328	467.4615	4674.62	121540
10/16/2021	AMPR	IT05	SYSTEM ADMINISTRATOR	1	48.7841	390.2731	3902.73	101471
				2	50.764	406.1115	4061.12	105589
				3	53.3539	426.8308	4268.31	110976
				4	56.074	448.5923	4485.92	116634
				5	58.9331	471.4654	4714.65	122581

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EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	AMPR	IT06	SYSTEMS ANALYST	1	44.675	357.4	3574	92924
				2	46.486	371.8885	3718.88	96691
				3	48.8649	390.9192	3909.19	101639
				4	51.3606	410.8846	4108.85	106830
				5	53.9789	431.8308	4318.31	112276
10/16/2021	AMPR	PD18	COMMUNICATIONS MANAGER	1	57.9659	463.7269	4637.27	120569
				2	60.3164	482.5308	4825.31	125458
				3	63.3938	507.15	5071.5	131859
				4	66.6303	533.0423	5330.42	138591
				5	70.0279	560.2231	5602.23	145658
10/16/2021	AMPR	PD19	POLICE RECORDS BUREAU ADMINISTRATOR	1	46.4948	371.9577	3719.58	96709
				2	48.3856	387.0846	3870.85	100642
				3	50.8581	406.8654	4068.65	105785
				4	53.4553	427.6423	4276.42	111187
				5	56.176	449.4077	4494.08	116846
10/16/2021	AMPR	PR09	RECREATION SUPERVISOR	1	43.1836	345.4692	3454.69	89822
				2	44.937	359.4962	3594.96	93469
				3	47.2284	377.8269	3778.27	98235
				4	49.6438	397.15	3971.5	103259
				5	52.175	417.4	4174	108524
10/16/2021	AMPR	PR10	PARKS URBAN FORESTRY MANAGER	1	65.3578	522.8615	5228.62	135944
				2	68.0198	544.1577	5441.58	141481
				3	71.476	571.8077	5718.08	148670
				4	75.1135	600.9077	6009.08	156236
				5	78.9323	631.4577	6314.58	164179
10/16/2021	AMPR	PR11	RECREATION MANAGER	1	58.9404	471.5231	4715.23	122596
				2	61.3341	490.6731	4906.73	127575
				3	64.4625	515.7	5157	134082
				4	67.75	542	5420	140920
				5	71.2058	569.6462	5696.46	148108
10/16/2021	AMPR	PW18	PROPERTY MANAGER	1	56.5649	452.5192	4525.19	117655
				2	58.8615	470.8923	4708.92	122432
				3	61.8644	494.9154	4949.15	128678
				4	65.0198	520.1577	5201.58	135241
				5	68.3365	546.6923	5466.92	142140
10/16/2021	AMPR	PW19	DEPUTY PUBLIC WORKS DIRECTOR - ENGINEERING	1	73.3703	586.9615	5869.62	152610
				2	76.3495	610.7962	6107.96	158807
				3	80.2438	641.95	6419.5	166907
				4	84.337	674.6962	6746.96	175421
				5	88.6394	709.1154	7091.15	184370
10/16/2021	AMPR	PW20	PUBLIC WORKS OPERATIONS MANAGER	1	65.3578	522.8615	5228.62	135944
				2	68.0198	544.1577	5441.58	141481
				3	71.476	571.8077	5718.08	148670
				4	75.1135	600.9077	6009.08	156236
				5	78.9323	631.4577	6314.58	164179
10/16/2021	AMPR	PW21	TRANSPORTATION PLANNER I	1	38.724	309.7923	3097.92	80546
				2	40.2953	322.3615	3223.62	83814
				3	42.3539	338.8308	3388.31	88096
				4	44.5149	356.1192	3561.19	92591
				5	46.7851	374.2808	3742.81	97313

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10/16/2021	AMPR	PW22	TRANSPORTATION PLANNER II	1	43.7735	350.1885	3501.88	91049
				2	45.5481	364.3846	3643.85	94740
				3	47.876	383.0077	3830.08	99582
				4	50.3125	402.5	4025	104650
				5	52.8813	423.05	4230.5	109993
10/16/2021	AMPR	PW23	MAINTENANCE SUPERINTENDENT	1	49.4836	395.8692	3958.69	102926
				2	51.4909	411.9269	4119.27	107101
				3	54.1178	432.9423	4329.42	112565
				4	56.875	455	4550	118300
				5	59.7784	478.2269	4782.27	124339
10/16/2021	AMPR	PW24	CONSTRUCTION MANAGER	1	54.3943	435.1538	4351.54	113140
				2	56.6053	452.8423	4528.42	117739
				3	59.4938	475.95	4759.5	123747
				4	62.5274	500.2192	5002.19	130057
				5	65.7211	525.7692	5257.69	136700
10/16/2021	AMPR	PW25	CONSTRUCTION MANAGER - PROFESSIONAL ENGINEER	1	55.4928	443.9423	4439.42	115425
				2	57.7485	461.9885	4619.88	120117
				3	60.6938	485.55	4855.5	126243
				4	63.7856	510.2846	5102.85	132674
				5	67.0375	536.3	5363	139438
10/16/2021	AMPR	UT22	WATER DISTRIBUTION SUPERINTENDENT	1	55.1438	441.15	4411.5	114699
				2	57.3774	459.0192	4590.19	119345
				3	60.3019	482.4154	4824.15	125428
				4	63.3789	507.0308	5070.31	131828
				5	66.6159	532.9269	5329.27	138561
10/16/2021	AMPR	UT23	MATERIALS DIVERSION ADMINISTRATOR	1	51.9635	415.7077	4157.08	108084
				2	54.0745	432.5962	4325.96	112475
				3	56.8308	454.6462	4546.46	118208
				4	59.7265	477.8115	4778.12	124231
				5	62.7755	502.2038	5022.04	130573
10/16/2021	AMPR	UT24	MATERIALS DIVERSION ANALYST	1	44.3039	354.4308	3544.31	92152
				2	46.1086	368.8692	3688.69	95906
				3	48.4578	387.6615	3876.62	100792
				4	50.9313	407.45	4074.5	105937
				5	53.5289	428.2308	4282.31	111340
10/16/2021	AMPR	UT25	WATER QUALITY SUPERVISOR	1	47.1336	377.0692	3770.69	98038
				2	49.0471	392.3769	3923.77	102018
				3	51.5428	412.3423	4123.42	107209
				4	54.175	433.4	4334	112684
				5	56.9331	455.4654	4554.65	118421
10/16/2021	AMPR	UT26	WATER QUALITY MANAGER	1	57.9659	463.7269	4637.27	120569
				2	60.3164	482.5308	4825.31	125458
				3	63.3938	507.15	5071.5	131859
				4	66.6303	533.0423	5330.42	138591
				5	70.0279	560.2231	5602.23	145658
10/16/2021	AMPR	UT27	WATER TREATMENT MANAGER	1	54.3948	435.1577	4351.58	113141
				2	56.6053	452.8423	4528.42	117739
				3	59.4938	475.95	4759.5	123747
				4	62.5274	500.2192	5002.19	130057
				5	65.7211	525.7692	5257.69	136700

City of Napa Salary Table Full-Time
Association of Managers Professionals (AMP)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	AMPR	UT28	CONTROL SYS ADMIN	1	48.7841	390.2731	3902.73	101471
				2	50.764	406.1115	4061.12	105589
				3	53.3539	426.8308	4268.31	110976
				4	56.074	448.5923	4485.92	116634
				5	58.9331	471.4654	4714.65	122581
10/16/2021	AMPR	UT29	CONTROL SYSTEMS ANALYST	1	44.675	357.4	3574	92924
				2	46.486	371.8885	3718.88	96691
				3	48.8649	390.9192	3909.19	101639
				4	51.3606	410.8846	4108.85	106830
				5	53.9789	431.8308	4318.31	112276
10/16/2021	AMPR	UT30	DEPUTY UTILITIES DIRECTOR	1	73.3703	586.9615	5869.62	152610
				2	76.3495	610.7962	6107.96	158807
				3	80.2438	641.95	6419.5	166907
				4	84.337	674.6962	6746.96	175421
				5	88.6394	709.1154	7091.15	184370
10/16/2021	AMPR	UT32	WATER RESOURCES ANALYST	1	44.3039	354.4308	3544.31	92152
				2	46.1086	368.8692	3688.69	95906
				3	48.4578	387.6615	3876.62	100792
				4	50.9313	407.45	4074.5	105937
				5	53.5289	428.2308	4282.31	111340

City of Napa Salary Table Full-Time
Association of Managers Professionals Unrepresented (AMPX)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	AMPX	CA01	DEPUTY CTY ATTORNEY	1	70.1875	561.5	5615	145990
				2	73.026	584.2077	5842.08	151894
				3	76.7346	613.8769	6138.77	159608
				4	80.6568	645.2538	6452.54	167766
				5	84.7669	678.1346	6781.35	176315
10/16/2021	AMPX	CA03	ASSTISTANT CITY ATTORNEY	1	76.6553	613.2423	6132.42	159443
				2	79.762	638.0962	6380.96	165905
				3	83.8351	670.6808	6706.81	174377
				4	88.114	704.9115	7049.12	183277
				5	92.6091	740.8731	7408.73	192627
10/16/2021	AMPX	CA05	LEGAL ANALYST	1	44.3039	354.4308	3544.31	92152
				2	46.1086	368.8692	3688.69	95906
				3	48.4578	387.6615	3876.62	100792
				4	50.9313	407.45	4074.5	105937
				5	53.5289	428.2308	4282.31	111340
10/16/2021	AMPX	CM02	COMMUNITY RELATIONS AND MEDIA MANAGER	1	51.9635	415.7077	4157.08	108084
				2	54.074	432.5923	4325.92	112474
				3	56.8308	454.6462	4546.46	118208
				4	59.7265	477.8115	4778.12	124231
				5	62.7755	502.2038	5022.04	130573
10/16/2021	AMPX	CM03	DEPUTY CITY MANAGER	1	64.5048	516.0385	5160.38	134170
				2	67.1235	536.9885	5369.88	139617
				3	70.5471	564.3769	5643.77	146738
				4	74.1456	593.1654	5931.65	154223
				5	77.9279	623.4231	6234.23	162090
10/16/2021	AMPX	CM05	ASSTISTANT TO THE CITY MANAGER	1	51.9635	415.7077	4157.08	108084
				2	54.074	432.5923	4325.92	112474
				3	56.8308	454.6462	4546.46	118208
				4	59.7265	477.8115	4778.12	124231
				5	62.7755	502.2038	5022.04	130573

City of Napa Salary Table Full-Time
Napa City Employee's Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	NCEA	CC01	IMAGING CLERK	1	26.8505	214.8038	2148.04	55849
				2	27.936	223.4885	2234.88	58107
				3	29.3615	234.8923	2348.92	61072
				4	30.8596	246.8769	2468.77	64188
				5	32.4394	259.5154	2595.15	67474
10/16/2021	NCEA	CD01	BUILDING INSPECTOR I	1	35.9235	287.3885	2873.88	74721
				2	37.3851	299.0808	2990.81	77761
				3	39.2981	314.3846	3143.85	81740
				4	41.2985	330.3885	3303.88	85901
				5	43.4091	347.2731	3472.73	90291
10/16/2021	NCEA	CD02	BUILDING INSPECTOR II	1	41.9188	335.35	3353.5	87191
				2	43.6235	348.9885	3489.88	90737
				3	45.8461	366.7692	3667.69	95360
				4	48.186	385.4885	3854.88	100227
				5	50.6438	405.15	4051.5	105339
10/16/2021	NCEA	CD03	SENIOR BUILDING INSPECTOR	1	46.112	368.8962	3688.96	95913
				2	47.9794	383.8346	3838.35	99797
				3	50.4308	403.4462	4034.46	104896
				4	53.0005	424.0038	4240.04	110241
				5	55.7096	445.6769	4456.77	115876
10/16/2021	NCEA	CD04	HOUSING SPECIALIST	1	30.6894	245.5154	2455.15	63834
				2	31.937	255.4962	2554.96	66429
				3	33.5693	268.5538	2685.54	69824
				4	35.2745	282.1962	2821.96	73371
				5	37.075	296.6	2966	77116
10/16/2021	NCEA	CD05	PLANNING AIDE	1	31.9125	255.3	2553	66378
				2	33.2019	265.6154	2656.15	69060
				3	34.9019	279.2154	2792.15	72596
				4	36.6789	293.4308	2934.31	76292
				5	38.5466	308.3731	3083.73	80177
10/16/2021	NCEA	CD06	HOUSING REHABILITATION SPECIALIST	1	38.8481	310.7846	3107.85	80804
				2	40.4269	323.4154	3234.15	84088
				3	42.487	339.8962	3398.96	88373
				4	44.6578	357.2615	3572.62	92888
				5	46.9318	375.4538	3754.54	97618
10/16/2021	NCEA	CD07	ASSISTANT PLANNER	1	39.2981	314.3846	3143.85	81740
				2	40.8919	327.1346	3271.35	85055
				3	42.9803	343.8423	3438.42	89399
				4	45.174	361.3923	3613.92	93962
				5	47.4779	379.8231	3798.23	98754
10/16/2021	NCEA	CD08	PLAN EXAMINER	1	46.112	368.8962	3688.96	95913
				2	47.9794	383.8346	3838.35	99797
				3	50.4308	403.4462	4034.46	104896
				4	53.0005	424.0038	4240.04	110241
				5	55.7096	445.6769	4456.77	115876
10/16/2021	NCEA	CD09	PERMIT TECHNICIAN	1	33.7943	270.3538	2703.54	70292
				2	35.1678	281.3423	2813.42	73149
				3	36.9654	295.7231	2957.23	76888
				4	38.8548	310.8385	3108.38	80818
				5	40.8485	326.7885	3267.88	84965

City of Napa Salary Table Full-Time
Napa City Employee's Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	NCEA	FD06	FIRE PREVENTION INSPECTOR I	1	37.061	296.4885	2964.88	77087
				2	38.5659	308.5269	3085.27	80217
				3	40.5318	324.2538	3242.54	84306
				4	42.5976	340.7808	3407.81	88603
				5	44.7678	358.1423	3581.42	93117
10/16/2021	NCEA	FD07	FIRE PREVENTION INSPECTOR II	1	40.7673	326.1385	3261.38	84796
				2	42.4211	339.3692	3393.69	88236
				3	44.5836	356.6692	3566.69	92734
				4	46.8568	374.8538	3748.54	97462
				5	49.2409	393.9269	3939.27	102421
10/16/2021	NCEA	FD08	FIRE PREVENTION INSPECTOR III	1	44.8346	358.6769	3586.77	93256
				2	46.6586	373.2692	3732.69	97050
				3	49.0346	392.2769	3922.77	101992
				4	51.5308	412.2462	4122.46	107184
				5	54.1664	433.3308	4333.31	112666
10/16/2021	NCEA	FN01	ACCOUNT CLERK I	1	25.5961	204.7692	2047.69	53240
				2	26.6365	213.0923	2130.92	55404
				3	27.9948	223.9577	2239.58	58229
				4	29.4193	235.3538	2353.54	61192
				5	30.9183	247.3462	2473.46	64310
10/16/2021	NCEA	FN02	ACCOUNT CLERK II	1	27.6466	221.1731	2211.73	57505
				2	28.7693	230.1538	2301.54	59840
				3	30.239	241.9115	2419.12	62897
				4	31.7798	254.2385	2542.38	66102
				5	33.3995	267.1962	2671.96	69471
10/16/2021	NCEA	FN03	ACCOUNTING TECHNICIAN ENTRY	1	29.8323	238.6577	2386.58	62051
				2	31.0448	248.3577	2483.58	64573
				3	32.6235	260.9885	2609.88	67857
				4	34.2928	274.3423	2743.42	71329
				5	36.0346	288.2769	2882.77	74952
10/16/2021	NCEA	FN04	ACCOUNTING TECHNICIAN ENTRY	1	32.8086	262.4692	2624.69	68242
				2	34.1375	273.1	2731	71006
				3	35.8798	287.0385	2870.38	74630
				4	37.7173	301.7385	3017.38	78452
				5	39.6456	317.1654	3171.65	82463
10/16/2021	NCEA	FN05	PAYROLL SPECIALIST	1	34.8635	278.9077	2789.08	72516
				2	36.2789	290.2308	2902.31	75460
				3	38.1289	305.0308	3050.31	79308
				4	40.074	320.5923	3205.92	83354
				5	42.1188	336.95	3369.5	87607
10/16/2021	NCEA	G001	ENGINEERING AIDE	1	32.9995	263.9962	2639.96	68639
				2	34.3443	274.7538	2747.54	71436
				3	36.0933	288.7462	2887.46	75074
				4	37.9318	303.4538	3034.54	78898
				5	39.8586	318.8692	3188.69	82906
10/16/2021	NCEA	G002	SENIOR ENGINEERING AIDE	1	36.1448	289.1577	2891.58	75181
				2	37.6063	300.85	3008.5	78221
				3	39.5188	316.15	3161.5	82199
				4	41.5428	332.3423	3323.42	86409
				5	43.6601	349.2808	3492.81	90813

City of Napa Salary Table Full-Time
Napa City Employee's Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	NCEA	G003	HEAVY EQUIPMENT OPERATOR	1	33.8711	270.9692	2709.69	70452
				2	35.2443	281.9538	2819.54	73308
				3	37.0461	296.3692	2963.69	77056
				4	38.9356	311.4846	3114.85	80986
				5	40.9216	327.3731	3273.73	85117
10/16/2021	NCEA	G004	ENGINEERING ASSISTANT	1	43.4678	347.7423	3477.42	90413
				2	45.2328	361.8615	3618.62	94084
				3	47.5443	380.3538	3803.54	98892
				4	49.9654	399.7231	3997.23	103928
				5	52.512	420.0962	4200.96	109225
10/16/2021	NCEA	G005	CODE ENFORCEMENT OFFICER	1	37.9318	303.4538	3034.54	78898
				2	39.4673	315.7385	3157.38	82092
				3	41.4828	331.8615	3318.62	86284
				4	43.5948	348.7577	3487.58	90677
				5	45.8164	366.5308	3665.31	95298
10/16/2021	NCEA	G006	PARKING ENFORCEMENT OFFICER	1	28.0341	224.2731	2242.73	58311
				2	29.1731	233.3846	2333.85	60680
				3	30.663	245.3038	2453.04	63779
				4	32.2303	257.8423	2578.42	67039
				5	33.8721	270.9769	2709.77	70454
10/16/2021	NCEA	G007	COMMUNITY SERVICES OFFICER I	1	28.0341	224.2731	2242.73	58311
				2	29.1735	233.3885	2333.88	60681
				3	30.663	245.3038	2453.04	63779
				4	32.2303	257.8423	2578.42	67039
				5	33.8721	270.9769	2709.77	70454
10/16/2021	NCEA	G015	COMMUNITY SERVICES OFFICER II	1	30.6794	245.4346	2454.35	63813
				2	31.9269	255.4154	2554.15	66408
				3	33.5558	268.4462	2684.46	69796
				4	35.2693	282.1538	2821.54	73360
				5	37.0591	296.4731	2964.73	77083
10/16/2021	NCEA	G008	CODE ENFORCEMENT ASSISTANT	1	29.2279	233.8231	2338.23	60794
				2	30.4164	243.3308	2433.31	63266
				3	31.9678	255.7423	2557.42	66493
				4	33.5981	268.7846	2687.85	69884
				5	35.3101	282.4808	2824.81	73445
10/16/2021	NCEA	G009	OFFICE ASSISTANT I	1	23.2399	185.9192	1859.19	48339
				2	24.1779	193.4231	1934.23	50290
				3	25.411	203.2885	2032.88	52855
				4	26.7029	213.6231	2136.23	55542
				5	28.0683	224.5462	2245.46	58382
10/16/2021	NCEA	G010	OFFICE ASSISTANT II	1	25.5885	204.7077	2047.08	53224
				2	26.6294	213.0346	2130.35	55389
				3	27.9885	223.9077	2239.08	58216
				4	29.4125	235.3	2353	61178
				5	30.9115	247.2923	2472.92	64296
10/16/2021	NCEA	G011	SECRETARY	1	31.0586	248.4692	2484.69	64602
				2	32.3144	258.5154	2585.15	67214
				3	33.9678	271.7423	2717.42	70653
				4	35.6943	285.5538	2855.54	74244
				5	37.511	300.0885	3000.88	78023

City of Napa Salary Table Full-Time
Napa City Employee's Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	NCEA	G012	SENIOR OFFICE ASSISTANT	1	31.0586	248.4692	2484.69	64602
				2	32.3144	258.5154	2585.15	67214
				3	33.9678	271.7423	2717.42	70653
				4	35.6943	285.5538	2855.54	74244
				5	37.511	300.0885	3000.88	78023
10/16/2021	NCEA	G013	ADMINISTRATIVE SECRETARY	1	35.0144	280.1154	2801.15	72830
				2	36.4331	291.4654	2914.65	75781
				3	38.286	306.2885	3062.88	79635
				4	40.236	321.8885	3218.88	83691
				5	42.2875	338.3	3383	87958
10/16/2021	NCEA	G014	BUYER	1	29.6544	237.2346	2372.35	61681
				2	30.8544	246.8346	2468.35	64177
				3	32.4235	259.3885	2593.88	67441
				4	34.0789	272.6308	2726.31	70884
				5	35.8125	286.5	2865	74490
10/16/2021	NCEA	G016	MAINTANENCE LABORER	1	21.1461	169.1692	1691.69	43984
				2	22.0044	176.0346	1760.35	45769
				3	23.1279	185.0231	1850.23	48106
				4	24.3073	194.4577	1944.58	50559
				5	25.549	204.3923	2043.92	53142
10/16/2021	NCEA	G017	SUPERVISING ENGINEERING ASSISANT	1	46.112	368.8962	3688.96	95913
				2	47.9794	383.8346	3838.35	99797
				3	50.4308	403.4462	4034.46	104896
				4	53.0005	424.0038	4240.04	110241
				5	55.7096	445.6769	4456.77	115876
10/16/2021	NCEA	HR01	HUMAN RESOURCES COORDINATOR	1	33.7894	270.3154	2703.15	70282
				2	35.164	281.3115	2813.12	73141
				3	36.9539	295.6308	2956.31	76864
				4	38.8356	310.6846	3106.85	80778
				5	40.8198	326.5577	3265.58	84905
10/16/2021	NCEA	IT01	TELECOMMUNICATIONS TECHNICIAN	1	40.0245	320.1962	3201.96	83251
				2	41.6453	333.1615	3331.62	86622
				3	43.7745	350.1962	3501.96	91051
				4	46.0058	368.0462	3680.46	95692
				5	48.3524	386.8192	3868.19	100573
10/16/2021	NCEA	IT02	TELECOMMUNICATIONS SPECIALIST	1	44.089	352.7115	3527.12	91705
				2	45.8769	367.0154	3670.15	95424
				3	48.2173	385.7385	3857.38	100292
				4	50.6769	405.4154	4054.15	105408
				5	53.264	426.1115	4261.12	110789
10/16/2021	NCEA	PD06	POLICE FORENSIC SPECIALIST	1	35.437	283.4962	2834.96	73709
				2	36.8688	294.95	2949.5	76687
				3	38.7443	309.9538	3099.54	80588
				4	40.7221	325.7769	3257.77	84702
				5	42.7971	342.3769	3423.77	89018
10/16/2021	NCEA	PD07	PUBLIC SAFETY DISPATCHER I	1	34.851	278.8077	2788.08	72490
				2	36.2673	290.1385	2901.38	75436
				3	38.114	304.9115	3049.12	79277
				4	40.0563	320.45	3204.5	83317
				5	42.0938	336.75	3367.5	87555

City of Napa Salary Table Full-Time
Napa City Employee's Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	NCEA	PD08	PUBLIC SAFETY DISPATCHER II	1	38.0101	304.0808	3040.81	79061
				2	39.5539	316.4308	3164.31	82272
				3	41.5769	332.6154	3326.15	86480
				4	43.6928	349.5423	3495.42	90881
				5	45.9226	367.3808	3673.81	95519
10/16/2021	NCEA	PD09	PUBLIC SAFETY DISPATCH SUPERVISOR	1	41.776	334.2077	3342.08	86894
				2	43.4711	347.7692	3477.69	90420
				3	45.6909	365.5269	3655.27	95037
				4	48.024	384.1923	3841.92	99890
				5	50.4769	403.8154	4038.15	104992
10/16/2021	NCEA	PD10	POLICE OFFICER TRAINEE	1	29.213	233.7038	2337.04	60763
				2	30.401	243.2077	2432.08	63234
				3	31.9519	255.6154	2556.15	66460
				4	33.5836	268.6692	2686.69	69854
				5	35.288	282.3038	2823.04	73399
10/16/2021	NCEA	PD11	CRIME ANALYSIS TECHNICIAN	1	33.7683	270.1462	2701.46	70238
				2	35.1414	281.1308	2811.31	73094
				3	36.9423	295.5385	2955.38	76840
				4	38.8331	310.6654	3106.65	80773
				5	40.8183	326.5462	3265.46	84902
10/16/2021	NCEA	PD12	HOMELESS OUTREACH SPECIALIST	1	30.6774	245.4192	2454.19	63809
				2	31.9231	255.3846	2553.85	66400
				3	33.551	268.4077	2684.08	69786
				4	35.2669	282.1346	2821.35	73355
				5	37.061	296.4885	2964.88	77087
10/16/2021	NCEA	PD13	PS DISPATCH CALL TAKER	1	31.6654	253.3231	2533.23	65864
				2	32.9558	263.6462	2636.46	68548
				3	34.6356	277.0846	2770.85	72042
				4	36.4015	291.2115	2912.12	75715
				5	38.2654	306.1231	3061.23	79592
10/16/2021	NCEA	PD14	POLICE PROPERTY TECHNICIAN	1	31.1178	248.9423	2489.42	64725
				2	32.3831	259.0654	2590.65	67357
				3	34.0351	272.2808	2722.81	70793
				4	35.7731	286.1846	2861.85	74408
				5	37.5885	300.7077	3007.08	78184
10/16/2021	NCEA	PD15	POLICE RECORDS SPECIALIST I	1	24.0115	192.0923	1920.92	49944
				2	24.9865	199.8923	1998.92	51972
				3	26.2615	210.0923	2100.92	54624
				4	27.6	220.8	2208	57408
				5	29.0086	232.0692	2320.69	60338
10/16/2021	NCEA	PD16	POLICE RECORDS SPECIALIST II	1	26.4193	211.3538	2113.54	54952
				2	27.4923	219.9385	2199.38	57184
				3	28.8948	231.1577	2311.58	60101
				4	30.3683	242.9462	2429.46	63166
				5	31.9183	255.3462	2553.46	66390
10/16/2021	NCEA	PD17	SENIOR POLICE RECORDS SPECIALIST	1	31.0586	248.4692	2484.69	64602
				2	32.3144	258.5154	2585.15	67214
				3	33.9678	271.7423	2717.42	70653
				4	35.6943	285.5538	2855.54	74244
				5	37.511	300.0885	3000.88	78023

City of Napa Salary Table Full-Time
Napa City Employee's Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	NCEA	PR01	PARK MAINTENANCE WORKER I	1	27.0943	216.7538	2167.54	56356
				2	28.1985	225.5885	2255.88	58653
				3	29.638	237.1038	2371.04	61647
				4	31.1453	249.1615	2491.62	64782
				5	32.7303	261.8423	2618.42	68079
10/16/2021	NCEA	PR02	PARK MAINTENANCE WORKER II	1	30.0115	240.0923	2400.92	62424
				2	31.2331	249.8654	2498.65	64965
				3	32.8226	262.5808	2625.81	68271
				4	34.4971	275.9769	2759.77	71754
				5	36.2606	290.0846	2900.85	75422
10/16/2021	NCEA	PR03	PARK MAINTENANCE WORKER III	1	33.0024	264.0192	2640.19	68645
				2	34.3456	274.7654	2747.65	71439
				3	36.0928	288.7423	2887.42	75073
				4	37.9274	303.4192	3034.19	78889
				5	39.8596	318.8769	3188.77	82908
10/16/2021	NCEA	PR04	PARKS, TREES, & FACILITIES SUPERVISOR	1	39.3568	314.8538	3148.54	81862
				2	40.9519	327.6154	3276.15	85180
				3	43.0399	344.3192	3443.19	89523
				4	45.2328	361.8615	3618.62	94084
				5	47.5443	380.3538	3803.54	98892
10/16/2021	NCEA	PR05	RECREATION COORDINATOR	1	30.6794	245.4346	2454.35	63813
				2	31.9274	255.4192	2554.19	66409
				3	33.5544	268.4346	2684.35	69793
				4	35.2693	282.1538	2821.54	73360
				5	37.0596	296.4769	2964.77	77084
10/16/2021	NCEA	PR06	PARK RANGER I	1	27.086	216.6885	2166.88	56339
				2	28.187	225.4962	2254.96	58629
				3	29.626	237.0077	2370.08	61622
				4	31.1404	249.1231	2491.23	64772
				5	32.7269	261.8154	2618.15	68072
10/16/2021	NCEA	PR07	PARK RANGER II	1	29.213	233.7038	2337.04	60763
				2	30.401	243.2077	2432.08	63234
				3	31.9519	255.6154	2556.15	66460
				4	33.5836	268.6692	2686.69	69854
				5	35.288	282.3038	2823.04	73399
10/16/2021	NCEA	PR08	SENIOR PARK RANGER	1	32.1308	257.0462	2570.46	66832
				2	33.4356	267.4846	2674.85	69546
				3	35.1404	281.1231	2811.23	73092
				4	36.9328	295.4615	2954.62	76820
				5	38.8173	310.5385	3105.38	80740
10/16/2021	NCEA	PW02	MAINTENANCE CRAFTSWORKER	1	34.736	277.8885	2778.88	72251
				2	36.1448	289.1577	2891.58	75181
				3	37.9831	303.8654	3038.65	79005
				4	39.9173	319.3385	3193.38	83028
				5	41.9553	335.6423	3356.42	87267
10/16/2021	NCEA	PW03	CUSTODIAN	1	25.6328	205.0615	2050.62	53316
				2	26.674	213.3923	2133.92	55482
				3	28.0318	224.2538	2242.54	58306
				4	29.4644	235.7154	2357.15	61286
				5	30.9693	247.7538	2477.54	64416

City of Napa Salary Table Full-Time
Napa City Employee's Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	NCEA	PW04	STREET FIELD SUPERVISOR	1	42.3851	339.0808	3390.81	88161
				2	44.0985	352.7885	3527.88	91725
				3	46.3481	370.7846	3707.85	96404
				4	48.7149	389.7192	3897.19	101327
				5	51.2029	409.6231	4096.23	106502
10/16/2021	NCEA	PW05	ST MAINT W III	1	33.012	264.0962	2640.96	68665
				2	34.3558	274.8462	2748.46	71460
				3	36.1029	288.8231	2888.23	75094
				4	37.9385	303.5077	3035.08	78912
				5	39.8716	318.9731	3189.73	82933
10/16/2021	NCEA	PW06	FLEET SHOP SUPERVISOR	1	44.089	352.7115	3527.12	91705
				2	45.8836	367.0692	3670.69	95438
				3	48.2226	385.7808	3857.81	100303
				4	50.6818	405.4538	4054.54	105418
				5	53.2654	426.1231	4261.23	110792
10/16/2021	NCEA	PW07	EQUIPMENT MECHANIC ENTRY	1	27.737	221.8962	2218.96	57693
				2	28.8659	230.9269	2309.27	60041
				3	30.3356	242.6846	2426.85	63098
				4	31.8851	255.0808	2550.81	66321
				5	33.5178	268.1423	2681.42	69717
10/16/2021	NCEA	PW08	EQUIPMENT MECHANIC JOURNEY	1	35.5635	284.5077	2845.08	73972
				2	37.0081	296.0654	2960.65	76977
				3	38.8981	311.1846	3111.85	80908
				4	40.8851	327.0808	3270.81	85041
				5	42.9664	343.7308	3437.31	89370
10/16/2021	NCEA	PW15	EQUIPMENT MECHANIC MASTER	1	38.286	306.2885	3062.88	79635
				2	39.8365	318.6923	3186.92	82860
				3	41.8735	334.9885	3349.88	87097
				4	44.0078	352.0615	3520.62	91536
				5	46.2524	370.0192	3700.19	96205
10/16/2021	NCEA	PW09	STREET MAINTENANCE WORKER I	1	26.5029	212.0231	2120.23	55126
				2	27.5813	220.65	2206.5	57369
				3	28.9841	231.8731	2318.73	60287
				4	30.4596	243.6769	2436.77	63356
				5	32.0188	256.15	2561.5	66599
10/16/2021	NCEA	PW10	STREET MAINTENANCE WORKER II	1	30.0485	240.3885	2403.88	62501
				2	31.2635	250.1077	2501.08	65028
				3	32.8591	262.8731	2628.73	68347
				4	34.537	276.2962	2762.96	71837
				5	36.2985	290.3885	2903.88	75501
10/16/2021	NCEA	PW11	ELECTRICAL SUPERVISOR	1	44.089	352.7115	3527.12	91705
				2	45.8836	367.0692	3670.69	95438
				3	48.2226	385.7808	3857.81	100303
				4	50.6818	405.4538	4054.54	105418
				5	53.2654	426.1231	4261.23	110792
10/16/2021	NCEA	PW01	ELECTRICIAN I	1	36.6169	292.9346	2929.35	76163
				2	38.1044	304.8346	3048.35	79257
				3	40.049	320.3923	3203.92	83302
				4	42.0914	336.7308	3367.31	87550
				5	44.2399	353.9192	3539.19	92019

City of Napa Salary Table Full-Time
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EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	NCEA	PW12	ELECTRICIAN II	1	40.0245	320.1962	3201.96	83251
				2	41.6453	333.1615	3331.62	86622
				3	43.7745	350.1962	3501.96	91051
				4	46.0058	368.0462	3680.46	95692
				5	48.3524	386.8192	3868.19	100573
10/16/2021	NCEA	PW13	ELECTRICIAN III	1	44.0966	352.7731	3527.73	91721
				2	45.8836	367.0692	3670.69	95438
				3	48.224	385.7923	3857.92	100306
				4	50.6846	405.4769	4054.77	105424
				5	53.2698	426.1577	4261.58	110801
10/16/2021	NCEA	PW14	SENIOR CONSTRUCTION INSPECTOR	1	46.112	368.8962	3688.96	95913
				2	47.9794	383.8346	3838.35	99797
				3	50.4308	403.4462	4034.46	104896
				4	53.0005	424.0038	4240.04	110241
				5	55.7096	445.6769	4456.77	115876
10/16/2021	NCEA	PW16	CONSTRUCTION INSPECTOR I	1	36.8394	294.7154	2947.15	76626
				2	38.3346	306.6769	3066.77	79736
				3	40.2914	322.3308	3223.31	83806
				4	42.3448	338.7577	3387.58	88077
				5	44.4943	355.9538	3559.54	92548
10/16/2021	NCEA	PW17	CONSTRUCTION INSPECTOR II	1	40.9294	327.4346	3274.35	85133
				2	42.589	340.7115	3407.12	88585
				3	44.761	358.0885	3580.88	93103
				4	47.0428	376.3423	3763.42	97849
				5	49.4414	395.5308	3955.31	102838
10/16/2021	NCEA	UT01	WATER SERVICE WORKER	1	32.8453	262.7615	2627.62	68318
				2	34.175	273.4	2734	71084
				3	35.9169	287.3346	2873.35	74707
				4	37.7544	302.0346	3020.35	78529
				5	39.6818	317.4538	3174.54	82538
10/16/2021	NCEA	UT02	WATER TREATMENT OPERATOR TRAINEE	1	35.7024	285.6192	2856.19	74261
				2	37.1515	297.2115	2972.12	77275
				3	39.0476	312.3808	3123.81	81219
				4	41.0346	328.2769	3282.77	85352
				5	43.1245	344.9962	3449.96	89699
10/16/2021	NCEA	UT03	WATER TREATMENT OPERATOR	1	42.4005	339.2038	3392.04	88193
				2	44.125	353	3530	91780
				3	46.3731	370.9846	3709.85	96456
				4	48.7404	389.9231	3899.23	101380
				5	51.2265	409.8115	4098.12	106551
10/16/2021	NCEA	UT04	WATER FACILITIES SUPERVISOR	1	40.0289	320.2308	3202.31	83260
				2	41.6529	333.2231	3332.23	86638
				3	43.7794	350.2346	3502.35	91061
				4	46.0078	368.0615	3680.62	95696
				5	48.3558	386.8462	3868.46	100580
10/16/2021	NCEA	UT05	SUPERVISING WATER SERVICE WORKER	1	36.6096	292.8769	2928.77	76148
				2	38.1019	304.8154	3048.15	79252
				3	40.051	320.4077	3204.08	83306
				4	42.089	336.7115	3367.12	87545
				5	44.2365	353.8923	3538.92	92012

City of Napa Salary Table Full-Time
Napa City Employee's Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	NCEA	UT06	PLANT MAINTENANCE MECHANIC I	1	34.949	279.5923	2795.92	72694
				2	36.3669	290.9346	2909.35	75643
				3	38.2193	305.7538	3057.54	79496
				4	40.1693	321.3538	3213.54	83552
				5	42.2135	337.7077	3377.08	87804
10/16/2021	NCEA	UT10	PLANT MAINTENANCE MECHANIC II	1	37.3341	298.6731	2986.73	77655
				2	38.8534	310.8269	3108.27	80815
				3	40.8414	326.7308	3267.31	84950
				4	42.9221	343.3769	3433.77	89278
				5	45.1078	360.8615	3608.62	93824
10/16/2021	NCEA	UT14	PLANT MAINTENANCE MECHANIC III	1	39.2015	313.6115	3136.12	81539
				2	40.7961	326.3692	3263.69	84856
				3	42.8698	342.9577	3429.58	89169
				4	45.0553	360.4423	3604.42	93715
				5	47.3591	378.8731	3788.73	98507
10/16/2021	NCEA	UT07	WATER FACILITY WORKER I	1	26.9904	215.9231	2159.23	56140
				2	28.0909	224.7269	2247.27	58429
				3	29.524	236.1923	2361.92	61410
				4	31.0279	248.2231	2482.23	64538
				5	32.6096	260.8769	2608.77	67828
10/16/2021	NCEA	UT08	WATER FACILITY WORKER II	1	30.6745	245.3962	2453.96	63803
				2	31.9231	255.3846	2553.85	66400
				3	33.5544	268.4346	2684.35	69793
				4	35.2586	282.0692	2820.69	73338
				5	37.061	296.4885	2964.88	77087
10/16/2021	NCEA	UT09	WATER FACILITY WORKER III	1	34.4173	275.3385	2753.38	71588
				2	35.8203	286.5615	2865.62	74506
				3	37.6443	301.1538	3011.54	78300
				4	39.5711	316.5692	3165.69	82308
				5	41.5928	332.7423	3327.42	86513
10/16/2021	NCEA	UT12	WATER SYSTEMS SPECIALIST	1	35.7178	285.7423	2857.42	74293
				2	37.1644	297.3154	2973.15	77302
				3	39.0539	312.4308	3124.31	81232
				4	41.0471	328.3769	3283.77	85378
				5	43.1448	345.1577	3451.58	89741
10/16/2021	NCEA	UT13	PLANT MAINTENANCE SUPERVISOR	1	46.4664	371.7308	3717.31	96650
				2	48.3558	386.8462	3868.46	100580
				3	50.814	406.5115	4065.12	105693
				4	53.413	427.3038	4273.04	111099
				5	56.138	449.1038	4491.04	116767
10/16/2021	NCEA	UT15	SCALEHOUSE ATTENDANT	1	24.3846	195.0769	1950.77	50720
				2	25.3745	202.9962	2029.96	52779
				3	26.6654	213.3231	2133.23	55464
				4	28.0255	224.2038	2242.04	58293
				5	29.4563	235.65	2356.5	61269
10/16/2021	NCEA	UT16	LABORATORY TECHNICIAN	1	35.2961	282.3692	2823.69	73416
				2	36.7294	293.8346	2938.35	76397
				3	38.6034	308.8269	3088.27	80295
				4	40.5683	324.5462	3245.46	84382
				5	42.6346	341.0769	3410.77	88680

City of Napa Salary Table Full-Time
Napa City Employee's Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
10/16/2021	NCEA	UT17	SENIOR WATER TREATMENT OPERATOR	1	44.8346	358.6769	3586.77	93256
				2	46.6586	373.2692	3732.69	97050
				3	49.0346	392.2769	3922.77	101992
				4	51.5308	412.2462	4122.46	107184
				5	54.1664	433.3308	4333.31	112666
10/16/2021	NCEA	UT19	PLANT MAINTENANCE ELECTRICIAN	1	40.0659	320.5269	3205.27	83337
				2	41.6899	333.5192	3335.19	86715
				3	43.8159	350.5269	3505.27	91137
				4	46.0519	368.4154	3684.15	95788
				5	48.4005	387.2038	3872.04	100673
10/16/2021	NCEA	UT20	WASTE PREVENTION SPECIALIST	1	36.1448	289.1577	2891.58	75181
				2	37.6063	300.85	3008.5	78221
				3	39.5188	316.15	3161.5	82199
				4	41.5428	332.3423	3323.42	86409
				5	43.6601	349.2808	3492.81	90813
10/16/2021	NCEA	UT21	SENIOR SCALEHOUSE ATTENDANT	1	29.8323	238.6577	2386.58	62051
				2	31.0448	248.3577	2483.58	64573
				3	32.6235	260.9885	2609.88	67857
				4	34.2928	274.3423	2743.42	71329
				5	36.0346	288.2769	2882.77	74952
10/16/2021	NCEA	UT33	WATER CONSERVATION SPECIALIST	1	36.1448	289.1577	2891.58	75181
				2	37.6063	300.85	3008.5	78221
				3	39.5188	316.15	3161.5	82199
				4	41.5428	332.3423	3323.42	86409
				5	43.6601	349.2808	3492.81	90813
10/16/2021	NCEA	UT34	UTILITIES PROGRAM COMPLIANCE COORDINATOR	1	37.9318	303.4538	3034.54	78898
				2	39.4673	315.7385	3157.38	82092
				3	41.4828	331.8615	3318.62	86284
				4	43.5948	348.7577	3487.58	90677
				5	45.8164	366.5308	3665.31	95298
10/16/2021	NCEX	CM01	SECRETARY TO THE CITY MANAGER	1	36.6471	293.1769	2931.77	76226
				2	38.1375	305.1	3051	79326
				3	40.088	320.7038	3207.04	83383
				4	42.1336	337.0692	3370.69	87638
				5	44.2818	354.2538	3542.54	92106

City of Napa Salary Table Full-Time
Napa Chief Firefighter's Association (NCFA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
07/11/2020	NCFA	FD01	FIREFIGHTER	1	32.798	1038.1304	3673.38	95508
				2	34.4046	1088.9783	3853.31	100186
				3	35.8973	1136.2283	4020.5	104533
				4	37.6161	1190.6304	4213	109538
				5	39.3451	1245.3587	4406.65	114573
				6	41.2854	1306.7717	4623.96	120223
07/11/2020	NCFA	FD02	FIRE CAPTAIN	1	39.6689	1255.6087	4442.92	115516
				2	41.5828	1316.1848	4657.27	121089
				3	43.4138	1374.1413	4862.35	126421
				4	45.5134	1440.5978	5097.5	132535
				5	47.5704	1505.7065	5327.88	138525
				6	49.8692	1578.4674	5585.35	145219
07/11/2020	NCFA	FD03	FIREFIGHTER/PARAMEDIC	1	36.0563	1141.2609	4038.31	104996
				2	37.8112	1196.8043	4234.85	110106
				3	39.4788	1249.587	4421.62	114962
				4	41.3774	1309.6848	4634.27	120491
				5	43.261	1369.3043	4845.23	125976
				6	45.3386	1435.0652	5077.92	132026
07/11/2020	NCFA	FDA2	FIRE CAPTAIN ADMIN	1	55.5365	444.2923	4442.92	115516
				2	58.2159	465.7269	4657.27	121089
				3	60.7794	486.2346	4862.35	126421
				4	63.7188	509.75	5097.5	132535
				5	66.5985	532.7885	5327.88	138525
				6	69.8169	558.5346	5585.35	145219

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
10/16/2021	NCFO	FD04	FIRE DIVISION CHIEF	1	80.5813	644.65	6446.5	167609
				2	83.8529	670.8231	6708.23	174414
				3	88.1303	705.0423	7050.42	183311
				4	92.6255	741.0038	7410.04	192661
				5	97.3505	778.8038	7788.04	202489
10/16/2021	NCFO	FD05	FIRE BATTALION CHIEF	1	50.0504	1584.2065	5605.65	145747
				2	52.0824	1648.5217	5833.23	151664
				3	54.74	1732.6413	6130.88	159403
				4	57.532	1821.0109	6443.58	167533
				5	60.4663	1913.8913	6772.23	176078
10/16/2021	NCFO	FDA5	FIRE BATTALION CHIEF ADMIN	1	70.0706	560.5654	5605.65	145747
				2	72.9154	583.3231	5833.23	151664
				3	76.636	613.0885	6130.88	159403
				4	80.5448	644.3577	6443.58	167533
				5	84.6529	677.2231	6772.23	176078

City of Napa Salary Table Full-Time
Napa Police Officer's Association (NPOA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
06/26/2021	NPOA	PD01	POLICE OFFICER	1	49.7019	397.6154	3976.15	103380
				2	52.1443	417.1538	4171.54	108460
				3	54.7586	438.0692	4380.69	113898
				4	57.5553	460.4423	4604.42	119715
				5	60.4625	483.7	4837	125762
06/26/2021	NPOA	PD02	POLICE SERGEANT	1	61.2048	489.6385	4896.38	127306
				2	64.2841	514.2731	5142.73	133711
				3	67.4173	539.3385	5393.38	140228
				4	70.8356	566.6846	5666.85	147338
				5	74.3039	594.4308	5944.31	154552

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
10/16/2021	PMU	PD04	POLICE LIEUTENANT	1	75.5086	604.0692	6040.69	157058
				2	78.5818	628.6538	6286.54	163450
				3	82.5985	660.7885	6607.88	171805
				4	86.8101	694.4808	6944.81	180565
				5	91.2409	729.9269	7299.27	189781
10/16/2021	PMU	PD05	POLICE CAPTAIN	1	86.849	694.7923	6947.92	180646
				2	90.375	723	7230	187980
				3	94.9865	759.8923	7598.92	197572
				4	99.8294	798.6346	7986.35	207645
				5	104.9178	839.3423	8393.42	218229

City of Napa Salary Table Full-Time
Executive Group

Effective Date	Group/BU	Job Class	Description	Minimum Pay Rate	Maximum Pay Rate
01/01/2020	EXEC	CA04	CITY ATTORNEY	183634	221844
01/01/2020	EXEC	CC04	CITY CLERK	121812	147155
01/01/2020	EXEC	CD24	COMMUNITY DEVELOPMENT DIRECTOR	156553	189145
01/01/2020	EXEC	CM04	CITY MANAGER	207621	250853
01/01/2020	EXEC	CM06	ASSISTANT CITY MANAGER	180898	218546
01/01/2020	EXEC	FD10	FIRE CHIEF	198791	238555
01/01/2020	EXEC	FN13	FINANCE DIRECTOR	159699	192959
01/01/2020	EXEC	HR04	HUMAN RESOURCES DIRECTOR	149804	180960
01/01/2020	EXEC	PD20	POLICE CHIEF	202651	244843
01/01/2020	EXEC	PR12	PARKS AND RECREATION DIRECTOR	156553	189145
01/01/2020	EXEC	PW26	PUBLIC WORKS DIRECTOR	174301	210589
01/01/2020	EXEC	UT31	UTILITIES DIRECTOR	174301	210589