

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
12/23/2023	AMPR	CC02	DEPUTY CITY CLERK	1	49.35	394.82	3,948.16	102,652.26
				2	51.36	410.90	4,109.00	106,834.01
				3	53.98	431.83	4,318.34	112,276.75
				4	56.73	453.88	4,538.77	118,008.00
				5	59.63	477.03	4,770.26	124,026.64
12/23/2023	AMPR	CC03	RECORDS ANALYST	1	45.29	362.35	3,623.53	94,211.90
				2	47.13	377.07	3,770.66	98,037.18
				3	49.54	396.30	3,962.99	103,037.69
				4	52.06	416.52	4,165.17	108,294.40
				5	54.72	437.76	4,377.63	113,818.44
12/23/2023	AMPR	CD10	ASSOCIATE PLANNER	1	48.90	391.22	3,912.22	101,717.70
				2	50.89	407.08	4,070.82	105,841.20
				3	53.49	427.89	4,278.87	111,250.56
				4	56.21	449.66	4,496.63	116,912.42
				5	59.08	472.62	4,726.21	122,881.48
12/23/2023	AMPR	CD11	SENIOR PLANNER	1	56.24	449.92	4,499.22	116,979.74
				2	58.52	468.17	4,681.74	121,725.11
				3	61.51	492.04	4,920.40	127,930.35
				4	64.65	517.16	5,171.61	134,461.75
				5	67.94	543.51	5,435.14	141,313.66
12/23/2023	AMPR	CD12	CHIEF BUILDING OFFICIAL	1	72.71	581.69	5,816.86	151,238.26
				2	75.67	605.34	6,053.44	157,389.41
				3	79.53	636.21	6,362.08	165,414.15
				4	83.58	668.61	6,686.09	173,838.40
				5	87.83	702.68	7,026.79	182,696.62
12/23/2023	AMPR	CD14	PLANNING MANAGER	1	76.27	610.17	6,101.75	158,645.44
				2	79.37	634.95	6,349.53	165,087.69
				3	83.42	667.34	6,673.41	173,508.69
				4	87.67	701.38	7,013.81	182,359.02
				5	92.15	737.16	7,371.61	191,661.77
12/23/2023	AMPR	CD15	HOUSING MANAGER	1	74.21	593.65	5,936.51	154,349.33
				2	77.21	617.70	6,177.00	160,601.91
				3	81.14	649.15	6,491.51	168,779.37
				4	85.28	682.21	6,822.10	177,374.58
				5	89.61	716.90	7,168.96	186,393.07
12/23/2023	AMPR	CD16	ASSISTANT HOUSING MANAGER	1	56.89	455.11	4,551.07	118,327.70
				2	59.20	473.59	4,735.89	123,133.26
				3	62.22	497.77	4,977.66	129,419.24
				4	65.40	523.18	5,231.77	136,026.05
				5	68.74	549.89	5,498.86	142,970.39
12/23/2023	AMPR	CD18	ECONOMIC DEVELOPMENT MANAGER	1	67.63	541.01	5,410.08	140,662.16
				2	70.37	562.98	5,629.80	146,374.88
				3	73.96	591.70	5,916.95	153,840.77
				4	77.73	621.87	6,218.71	161,686.44
				5	81.70	653.59	6,535.91	169,933.68
12/23/2023	AMPR	CM09	HOUSING SUPERVISOR	1	49.82	398.58	3,985.78	103,630.31
				2	51.84	414.73	4,147.26	107,828.76
				3	54.49	435.92	4,359.17	113,338.34
				4	57.27	458.16	4,581.57	119,120.82
				5	60.19	481.55	4,815.54	125,204.08

Note: All dollar amounts are approximate, there may be variations due to rounding in Tyler Munis.
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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
12/23/2023	AMPR	CD23	PARKING PROGRAMS MANAGER	1	63.63	509.07	5,090.66	132,357.27
				2	66.22	529.76	5,297.60	137,737.56
				3	69.60	556.78	5,567.78	144,762.20
				4	73.14	585.14	5,851.41	152,136.61
				5	76.87	614.97	6,149.73	159,892.85
12/23/2023	AMPR	CD27	ECONOMIC DEVELOPMENT PROGRAM COORDINATOR	1	58.67	469.39	4,693.93	122,042.30
				2	61.05	488.43	4,884.35	126,993.05
				3	64.17	513.33	5,133.34	133,466.82
				4	67.44	539.54	5,395.42	140,280.89
				5	70.88	567.04	5,670.36	147,429.33
12/23/2023	AMPR	FD09	FIRE MARSHAL	1	72.71	581.69	5,816.86	151,238.26
				2	75.67	605.34	6,053.44	157,389.41
				3	79.53	636.21	6,362.08	165,414.15
				4	83.58	668.61	6,686.09	173,838.40
				5	87.83	702.68	7,026.79	182,696.62
12/23/2023	AMPR	FN11	PURCHASING SERVICES MANAGER	1	57.88	463.08	4,630.76	120,399.64
				2	60.24	481.89	4,818.88	125,290.96
				3	63.31	506.45	5,064.51	131,677.21
				4	66.53	532.26	5,322.56	138,386.50
				5	69.93	559.43	5,594.27	145,451.14
12/23/2023	AMPR	FN12	SENIOR ACCOUNTANT	1	54.30	434.37	4,343.71	112,936.35
				2	56.50	452.01	4,520.07	117,521.82
				3	59.38	475.06	4,750.64	123,516.55
				4	62.41	499.30	4,992.99	129,817.65
				5	65.60	524.77	5,247.72	136,440.72
12/23/2023	AMPR	FN14	ACCOUNTANT I	1	44.87	359.00	3,589.95	93,338.78
				2	46.70	373.57	3,735.69	97,127.99
				3	49.08	392.62	3,926.25	102,082.42
				4	51.58	412.65	4,126.50	107,288.95
				5	54.21	433.70	4,337.01	112,762.13
12/23/2023	AMPR	FN15	ACCOUNTANT II	1	49.35	394.82	3,948.16	102,652.26
				2	51.36	410.90	4,109.00	106,834.01
				3	53.98	431.83	4,318.34	112,276.75
				4	56.73	453.88	4,538.77	118,008.00
				5	59.63	477.03	4,770.26	124,026.64
12/23/2023	AMPR	FN16	ACCOUNTING SUPERVISOR	1	62.44	499.52	4,995.20	129,875.09
				2	64.98	519.81	5,198.13	135,151.36
				3	68.29	546.31	5,463.08	142,040.20
				4	71.77	574.14	5,741.44	149,277.52
				5	75.43	603.45	6,034.54	156,898.15
12/23/2023	AMPR	FN17	BUDGET ANALYST I	1	45.49	363.89	3,638.85	94,610.14
				2	47.33	378.66	3,786.58	98,450.97
				3	49.75	397.97	3,979.73	103,472.88
				4	52.28	418.27	4,182.71	108,750.34
				5	54.95	439.61	4,396.08	114,298.07
12/23/2023	AMPR	FN18	BUDGET ANALYST II	1	50.03	400.23	4,002.25	104,058.59
				2	52.07	416.53	4,165.29	108,297.64
				3	54.72	437.75	4,377.50	113,814.94
				4	57.51	460.10	4,600.95	119,624.70
				5	60.45	483.56	4,835.61	125,725.80

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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
12/23/2023	AMPR	FN19	DEPUTY FINANCE DIRECTOR	1	75.96	607.70	6,076.97	158,001.22
				2	79.05	632.37	6,323.75	164,417.43
				3	83.07	664.59	6,645.93	172,794.25
				4	87.31	698.46	6,984.57	181,598.83
				5	91.76	734.07	7,340.68	190,857.79
12/23/2023	AMPR	FN20	SENIOR BUDGET ANALYST	1	55.03	440.28	4,402.77	114,472.13
				2	57.27	458.15	4,581.54	119,119.95
				3	60.19	481.52	4,815.24	125,196.21
				4	63.26	506.09	5,060.88	131,582.99
				5	66.49	531.91	5,319.08	138,296.12
12/23/2023	AMPR	FN21	BUDGET OFFICER	1	66.04	528.36	5,283.58	137,372.97
				2	68.73	549.81	5,498.12	142,950.99
				3	72.23	577.86	5,778.61	150,243.73
				4	75.92	607.34	6,073.36	157,907.45
				5	79.79	638.32	6,383.18	165,962.69
12/23/2023	AMPR	G019	ASSOCIATE CIVIL ENGINEER	1	58.61	468.90	4,689.00	121,913.91
				2	60.99	487.91	4,879.09	126,856.38
				3	64.10	512.79	5,127.88	133,324.92
				4	67.37	538.96	5,389.65	140,130.78
				5	70.80	566.42	5,664.25	147,270.42
12/23/2023	AMPR	G020	JUNIOR ENGINEER	1	46.33	370.67	3,706.73	96,375.10
				2	48.21	385.71	3,857.13	100,285.45
				3	50.67	405.37	4,053.68	105,395.75
				4	53.25	426.00	4,260.04	110,761.01
				5	55.97	447.77	4,477.68	116,419.73
12/23/2023	AMPR	G021	ASSISTANT ENGINEER	1	50.96	407.70	4,076.99	106,001.74
				2	53.03	424.25	4,242.49	110,304.85
				3	55.73	445.87	4,458.72	115,926.76
				4	58.58	468.63	4,686.28	121,843.25
				5	61.57	492.56	4,925.56	128,064.51
12/23/2023	AMPR	G022	SENIOR CIVIL ENGINEER	1	67.40	539.16	5,391.60	140,181.59
				2	70.13	561.05	5,610.54	145,873.98
				3	73.71	589.67	5,896.73	153,315.00
				4	77.47	619.76	6,197.56	161,136.47
				5	81.42	651.37	6,513.66	169,355.20
12/23/2023	AMPR	G023	ADMINISTRATIVE ASSISTANT	1	42.50	339.97	3,399.72	88,392.65
				2	44.21	353.72	3,537.16	91,966.19
				3	46.48	371.81	3,718.09	96,670.37
				4	48.84	390.73	3,907.29	101,589.56
				5	51.33	410.63	4,106.30	106,763.83
12/23/2023	AMPR	G018	MANAGEMENT ANALYST I	1	45.49	363.89	3,638.85	94,610.14
				2	47.33	378.66	3,786.58	98,450.97
				3	49.75	397.97	3,979.73	103,472.88
				4	52.28	418.27	4,182.71	108,750.34
				5	54.95	439.61	4,396.08	114,298.07
12/23/2023	AMPR	G024	MANAGEMENT ANALYST II	1	50.03	400.23	4,002.25	104,058.59
				2	52.07	416.53	4,165.29	108,297.64
				3	54.72	437.75	4,377.50	113,814.94
				4	57.51	460.10	4,600.95	119,624.70
				5	60.45	483.56	4,835.61	125,725.80

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AMP

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
12/23/2023	AMPR	G025	ADMINISTRATIVE SERVICES MANAGER	1	57.88	463.08	4,630.76	120,399.64
				2	60.24	481.89	4,818.88	125,290.96
				3	63.31	506.45	5,064.51	131,677.21
				4	66.53	532.26	5,322.56	138,386.50
				5	69.93	559.43	5,594.27	145,451.14
12/23/2023	AMPR	HR02	HUMAN RESOURCES MANAGER	1	69.17	553.33	5,533.29	143,865.53
				2	71.98	575.81	5,758.08	149,710.17
				3	75.64	605.16	6,051.58	157,341.10
				4	79.50	635.99	6,359.92	165,358.03
				5	83.56	668.46	6,684.60	173,799.57
12/23/2023	AMPR	IT03	INFORMATION TECHNOLOGY MANAGER	1	75.12	600.95	6,009.53	156,247.83
				2	78.16	625.30	6,252.97	162,577.31
				3	82.14	657.14	6,571.36	170,855.36
				4	86.33	690.60	6,906.01	179,556.28
				5	90.71	725.71	7,257.14	188,685.71
12/23/2023	AMPR	IT04	GIS COORDINATOR	1	53.88	431.02	4,310.24	112,066.20
				2	56.07	448.53	4,485.26	116,616.67
				3	58.93	471.41	4,714.09	122,566.25
				4	61.93	495.45	4,954.53	128,817.71
				5	65.09	520.73	5,207.26	135,388.88
12/23/2023	AMPR	IT05	SYSTEMS ADMINISTRATOR	1	54.34	434.74	4,347.43	113,033.12
				2	56.55	452.39	4,523.86	117,620.34
				3	59.43	475.47	4,754.66	123,621.16
				4	62.46	499.71	4,997.07	129,923.86
				5	65.65	525.19	5,251.87	136,548.49
12/23/2023	AMPR	IT06	SYSTEMS ANALYST	1	49.77	398.12	3,981.24	103,512.23
				2	51.78	414.26	4,142.63	107,708.46
				3	54.43	435.46	4,354.63	113,220.26
				4	57.21	457.70	4,577.03	119,002.75
				5	60.13	481.04	4,810.36	125,069.28
12/23/2023	AMPR	PD18	COMMUNICATIONS MANAGER	1	64.57	516.57	5,165.66	134,307.23
				2	67.19	537.51	5,375.13	139,753.31
				3	70.62	564.94	5,649.37	146,883.68
				4	74.22	593.78	5,937.80	154,382.76
				5	78.01	624.06	6,240.58	162,255.00
12/23/2023	AMPR	PD19	POLICE RECORDS BUREAU ADMINISTRATOR	1	52.53	420.22	4,202.24	109,258.25
				2	54.66	437.31	4,373.14	113,701.61
				3	57.46	459.66	4,596.61	119,511.98
				4	60.39	483.13	4,831.34	125,614.96
				5	63.47	507.72	5,077.24	132,008.29
12/23/2023	AMPR	PR09	RECREATION SUPERVISOR	1	48.10	384.83	3,848.34	100,056.76
				2	50.06	400.46	4,004.59	104,119.32
				3	52.61	420.88	4,208.78	109,428.38
				4	55.30	442.40	4,424.03	115,024.85
				5	58.12	464.96	4,649.61	120,889.77
12/23/2023	AMPR	PR10	PARKS & URBAN FORESTRY MANAGER	1	72.80	582.44	5,824.39	151,434.14
				2	75.77	606.16	6,061.62	157,602.05
				3	79.62	636.96	6,369.62	165,610.21
				4	83.67	669.38	6,693.78	174,038.31
				5	87.93	703.41	7,034.09	182,886.38

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EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PAY PERIOD	ANNUAL SALARY
12/23/2023	AMPR	PR11	RECREATION MANAGER	1	65.66	525.25	5,252.51	136,565.20
				2	68.32	546.58	5,465.83	142,111.53
				3	71.81	574.46	5,744.61	149,359.97
				4	75.47	603.76	6,037.58	156,977.13
				5	79.32	634.55	6,345.54	164,984.16
12/23/2023	AMPR	PW18	PROPERTY MANAGER	1	63.01	504.08	5,040.82	131,061.20
				2	65.57	524.55	5,245.48	136,382.52
				3	68.91	551.31	5,513.09	143,340.22
				4	72.43	579.43	5,794.27	150,651.03
				5	76.12	608.99	6,089.85	158,336.14
12/23/2023	AMPR	PW19	DEPUTY PUBLIC WORKS DIRECTOR - ENGINEERING	1	82.92	663.39	6,633.89	172,481.14
				2	86.29	690.33	6,903.27	179,485.04
				3	90.69	725.54	7,255.37	188,639.72
				4	95.32	762.55	7,625.47	198,262.32
				5	100.18	801.45	8,014.48	208,376.56
12/23/2023	AMPR	PW20	PUBLIC WORKS OPERATIONS MANAGER	1	72.80	582.44	5,824.39	151,434.14
				2	75.77	606.16	6,061.62	157,602.05
				3	79.62	636.96	6,369.62	165,610.21
				4	83.67	669.38	6,693.78	174,038.31
				5	87.93	703.41	7,034.09	182,886.38
12/23/2023	AMPR	PW21	TRANSPORTATION PLANNER I	1	44.45	355.62	3,556.17	92,460.39
				2	46.26	370.05	3,700.45	96,211.80
				3	48.62	388.95	3,889.51	101,127.18
				4	51.10	408.80	4,087.97	106,287.09
				5	53.71	429.64	4,296.44	111,707.57
12/23/2023	AMPR	PW22	TRANSPORTATION PLANNER II	1	48.90	391.22	3,912.22	101,717.70
				2	50.89	407.08	4,070.82	105,841.20
				3	53.49	427.89	4,278.87	111,250.56
				4	56.21	449.66	4,496.63	116,912.42
				5	59.08	472.62	4,726.21	122,881.48
12/23/2023	AMPR	PW23	MAINTENANCE SUPERINTENDENT	1	57.85	462.76	4,627.61	120,317.80
				2	60.19	481.53	4,815.32	125,198.27
				3	63.26	506.10	5,060.98	131,585.55
				4	66.49	531.88	5,318.83	138,289.61
				5	69.88	559.03	5,590.35	145,349.05
12/23/2023	AMPR	PW24	CONSTRUCTION MANAGER	1	60.59	484.74	4,847.37	126,031.74
				2	63.06	504.44	5,044.41	131,154.77
				3	66.27	530.18	5,301.82	137,847.35
				4	69.65	557.22	5,572.17	144,876.35
				5	73.21	585.68	5,856.78	152,276.28
12/23/2023	AMPR	PW25	CONSTRUCTION MANAGER - PROFESSIONAL ENGINEER	1	61.82	494.53	4,945.27	128,577.10
				2	64.33	514.63	5,146.30	133,803.74
				3	67.61	540.88	5,408.76	140,627.75
				4	71.05	568.43	5,684.29	147,791.54
				5	74.68	597.41	5,974.09	155,326.27
12/23/2023	AMPR	PW28	SENIOR TRAFFIC ENGINEER	1	74.63	597.05	5,970.51	155,233.36
				2	77.66	621.29	6,212.94	161,536.45
				3	81.62	652.99	6,529.86	169,776.45
				4	85.79	686.30	6,862.95	178,436.79
				5	90.16	721.30	7,213.03	187,538.90

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12/23/2023	AMPR	PW30	SENIOR TRANSPORTATION PLANNER	1	56.24	449.89	4,498.88	116,970.96
				2	58.52	468.16	4,681.56	121,720.45
				3	61.50	492.04	4,920.36	127,929.42
				4	64.64	517.14	5,171.35	134,455.10
				5	67.94	543.51	5,435.14	141,313.66
12/23/2023	AMPR	UT23	MATERIALS DIVERSION ADMINISTRATOR	1	57.88	463.08	4,630.76	120,399.64
				2	60.24	481.89	4,818.88	125,290.96
				3	63.31	506.45	5,064.51	131,677.21
				4	66.53	532.26	5,322.56	138,386.50
				5	69.93	559.43	5,594.27	145,451.14
12/23/2023	AMPR	UT24	MATERIALS DIVERSION ANALYST	1	50.03	400.23	4,002.25	104,058.59
				2	52.07	416.53	4,165.29	108,297.64
				3	54.72	437.75	4,377.50	113,814.94
				4	57.51	460.10	4,600.95	119,624.70
				5	60.45	483.56	4,835.61	125,725.80
12/23/2023	AMPR	UT25	WATER QUALITY LABORATORY SUPERVISOR	1	52.50	420.03	4,200.34	109,208.94
				2	54.64	437.09	4,370.86	113,642.44
				3	57.42	459.33	4,593.27	119,424.93
				4	60.35	482.78	4,827.84	125,523.78
				5	63.42	507.36	5,073.63	131,914.48
12/23/2023	AMPR	UT26	WATER QUALITY MANAGER	1	72.78	582.24	5,822.39	151,382.03
				2	75.74	605.88	6,058.80	157,528.74
				3	79.60	636.79	6,367.86	165,564.29
				4	83.66	669.27	6,692.68	174,009.72
				5	87.93	703.41	7,034.08	182,885.98
12/23/2023	AMPR	UT27	WATER TREATMENT MANAGER	1	68.34	546.69	5,466.85	142,138.18
				2	71.11	568.88	5,688.83	147,909.57
				3	74.74	597.90	5,979.02	155,454.43
				4	78.55	628.40	6,284.01	163,384.17
				5	82.56	660.46	6,604.55	171,718.41
12/23/2023	AMPR	UT28	CONTROL SYSTEMS ADMINISTRATOR	1	54.34	434.74	4,347.43	113,033.12
				2	56.55	452.39	4,523.86	117,620.34
				3	59.43	475.47	4,754.66	123,621.16
				4	62.46	499.71	4,997.07	129,923.86
				5	65.65	525.19	5,251.87	136,548.49
12/23/2023	AMPR	UT29	CONTROL SYSTEMS ANALYST	1	49.77	398.12	3,981.24	103,512.23
				2	51.78	414.26	4,142.63	107,708.46
				3	54.43	435.46	4,354.63	113,220.26
				4	57.21	457.70	4,577.03	119,002.75
				5	60.13	481.04	4,810.36	125,069.28
12/23/2023	AMPR	UT30	DEPUTY UTILITIES DIRECTOR	1	82.92	663.39	6,633.89	172,481.14
				2	86.29	690.33	6,903.27	179,485.04
				3	90.69	725.54	7,255.37	188,639.72
				4	95.32	762.55	7,625.47	198,262.32
				5	100.18	801.45	8,014.48	208,376.56
12/23/2023	AMPR	UT32	WATER RESOURCES ANALYST	1	50.03	400.23	4,002.25	104,058.59
				2	52.07	416.53	4,165.29	108,297.64
				3	54.72	437.75	4,377.50	113,814.94
				4	57.51	460.10	4,600.95	119,624.70
				5	60.45	483.56	4,835.61	125,725.80

Note: All dollar amounts are approximate, there may be variations due to rounding in Tyler Munis.
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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
12/23/2023	AMPR	UT35	ASSET MANAGEMENT SYSTEMS COORDINATOR	1	52.31	0.00	4,184.72	108,802.70
				2	54.43	0.00	4,354.64	113,220.53
				3	57.21	0.00	4,576.77	118,995.91
				4	60.13	0.00	4,810.23	125,065.90
				5	63.20	0.00	5,055.60	131,445.51
12/23/2023	AMPR	UT36	WATER PLANT MAINTENANCE SUPERINTENDENT	1	56.75	454.01	4,540.11	118,042.95
				2	59.06	472.45	4,724.46	122,835.97
				3	62.07	496.55	4,965.46	129,101.85
				4	65.23	521.87	5,218.74	135,687.34
				5	68.56	548.50	5,484.95	142,608.75
12/23/2023	AMPR	UT37	WATER CONTROL SYSTEMS SUPERINTENDENT	1	56.75	454.01	4,540.11	118,042.95
				2	59.06	472.45	4,724.46	122,835.97
				3	62.07	496.55	4,965.46	129,101.85
				4	65.23	521.87	5,218.74	135,687.34
				5	68.56	548.50	5,484.95	142,608.75
12/23/2023	AMPR	UT38	WATER DISTRIBUTION MANAGER	1	64.88	519.02	5,190.24	134,946.13
				2	68.12	544.97	5,449.75	141,693.43
				3	71.53	572.22	5,722.23	148,778.10
				4	75.10	600.83	6,008.35	156,217.01
				5	78.86	630.88	6,308.76	164,027.86
12/23/2023	AMPR	UT39	WATER CONTROL SYSTEMS ANALYST	1	53.48	427.85	4,278.45	111,239.81
				2	55.65	445.22	4,452.18	115,756.59
				3	58.49	467.93	4,679.28	121,661.33
				4	61.47	491.80	4,917.97	127,867.30
				5	64.61	516.88	5,168.84	134,389.82

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
12/23/2023	AMPR	FN19	DEPUTY FINANCE DIRECTOR	1	75.96	607.70	6,076.97	158,001.22
				2	79.05	632.37	6,323.75	164,417.43
				3	83.07	664.59	6,645.93	172,794.25
				4	87.31	698.46	6,984.57	181,598.83
				5	91.76	734.07	7,340.68	190,857.79
12/23/2023	AMPR	FN20	SENIOR BUDGET ANALYST	1	55.03	440.28	4,402.77	114,472.13
				2	57.27	458.15	4,581.54	119,119.95
				3	60.19	481.52	4,815.24	125,196.21
				4	63.26	506.09	5,060.88	131,582.99
				5	66.49	531.91	5,319.08	138,296.12
12/23/2023	AMPR	FN21	BUDGET OFFICER	1	66.04	528.36	5,283.58	137,372.97
				2	68.73	549.81	5,498.12	142,950.99
				3	72.23	577.86	5,778.61	150,243.73
				4	75.92	607.34	6,073.36	157,907.45
				5	79.79	638.32	6,383.18	165,962.69
12/23/2023	AMPR	G019	ASSOCIATE CIVIL ENGINEER	1	58.61	468.90	4,689.00	121,913.91
				2	60.99	487.91	4,879.09	126,856.38
				3	64.10	512.79	5,127.88	133,324.92
				4	67.37	538.96	5,389.65	140,130.78
				5	70.80	566.42	5,664.25	147,270.42
12/23/2023	AMPR	G020	JUNIOR ENGINEER	1	46.33	370.67	3,706.73	96,375.10
				2	48.21	385.71	3,857.13	100,285.45
				3	50.67	405.37	4,053.68	105,395.75
				4	53.25	426.00	4,260.04	110,761.01
				5	55.97	447.77	4,477.68	116,419.73
12/23/2023	AMPR	G021	ASSISTANT ENGINEER	1	50.96	407.70	4,076.99	106,001.74
				2	53.03	424.25	4,242.49	110,304.85
				3	55.73	445.87	4,458.72	115,926.76
				4	58.58	468.63	4,686.28	121,843.25
				5	61.57	492.56	4,925.56	128,064.51
12/23/2023	AMPR	G022	SENIOR CIVIL ENGINEER	1	67.40	539.16	5,391.60	140,181.59
				2	70.13	561.05	5,610.54	145,873.98
				3	73.71	589.67	5,896.73	153,315.00
				4	77.47	619.76	6,197.56	161,136.47
				5	81.42	651.37	6,513.66	169,355.20
12/23/2023	AMPR	G023	ADMINISTRATIVE ASSISTANT	1	42.50	339.97	3,399.72	88,392.65
				2	44.21	353.72	3,537.16	91,966.19
				3	46.48	371.81	3,718.09	96,670.37
				4	48.84	390.73	3,907.29	101,589.56
				5	51.33	410.63	4,106.30	106,763.83
12/23/2023	AMPR	G018	MANAGEMENT ANALYST I	1	45.49	363.89	3,638.85	94,610.14
				2	47.33	378.66	3,786.58	98,450.97
				3	49.75	397.97	3,979.73	103,472.88
				4	52.28	418.27	4,182.71	108,750.34
				5	54.95	439.61	4,396.08	114,298.07
12/23/2023	AMPR	G024	MANAGEMENT ANALYST II	1	50.03	400.23	4,002.25	104,058.59
				2	52.07	416.53	4,165.29	108,297.64
				3	54.72	437.75	4,377.50	113,814.94
				4	57.51	460.10	4,600.95	119,624.70
				5	60.45	483.56	4,835.61	125,725.80

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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
12/23/2023	AMPR	G025	ADMINISTRATIVE SERVICES MANAGER	1	57.88	463.08	4,630.76	120,399.64
				2	60.24	481.89	4,818.88	125,290.96
				3	63.31	506.45	5,064.51	131,677.21
				4	66.53	532.26	5,322.56	138,386.50
				5	69.93	559.43	5,594.27	145,451.14
12/23/2023	AMPR	HR02	HUMAN RESOURCES MANAGER	1	69.17	553.33	5,533.29	143,865.53
				2	71.98	575.81	5,758.08	149,710.17
				3	75.64	605.16	6,051.58	157,341.10
				4	79.50	635.99	6,359.92	165,358.03
				5	83.56	668.46	6,684.60	173,799.57
12/23/2023	AMPR	IT03	INFORMATION TECHNOLOGY MANAGER	1	75.12	600.95	6,009.53	156,247.83
				2	78.16	625.30	6,252.97	162,577.31
				3	82.14	657.14	6,571.36	170,855.36
				4	86.33	690.60	6,906.01	179,556.28
				5	90.71	725.71	7,257.14	188,685.71
12/23/2023	AMPR	IT04	GIS COORDINATOR	1	53.88	431.02	4,310.24	112,066.20
				2	56.07	448.53	4,485.26	116,616.67
				3	58.93	471.41	4,714.09	122,566.25
				4	61.93	495.45	4,954.53	128,817.71
				5	65.09	520.73	5,207.26	135,388.88
12/23/2023	AMPR	IT05	SYSTEMS ADMINISTRATOR	1	54.34	434.74	4,347.43	113,033.12
				2	56.55	452.39	4,523.86	117,620.34
				3	59.43	475.47	4,754.66	123,621.16
				4	62.46	499.71	4,997.07	129,923.86
				5	65.65	525.19	5,251.87	136,548.49
12/23/2023	AMPR	IT06	SYSTEMS ANALYST	1	49.77	398.12	3,981.24	103,512.23
				2	51.78	414.26	4,142.63	107,708.46
				3	54.43	435.46	4,354.63	113,220.26
				4	57.21	457.70	4,577.03	119,002.75
				5	60.13	481.04	4,810.36	125,069.28
12/23/2023	AMPR	PD18	COMMUNICATIONS MANAGER	1	64.57	516.57	5,165.66	134,307.23
				2	67.19	537.51	5,375.13	139,753.31
				3	70.62	564.94	5,649.37	146,883.68
				4	74.22	593.78	5,937.80	154,382.76
				5	78.01	624.06	6,240.58	162,255.00
12/23/2023	AMPR	PD19	POLICE RECORDS BUREAU ADMINISTRATOR	1	52.53	420.22	4,202.24	109,258.25
				2	54.66	437.31	4,373.14	113,701.61
				3	57.46	459.66	4,596.61	119,511.98
				4	60.39	483.13	4,831.34	125,614.96
				5	63.47	507.72	5,077.24	132,008.29
12/23/2023	AMPR	PR09	RECREATION SUPERVISOR	1	48.10	384.83	3,848.34	100,056.76
				2	50.06	400.46	4,004.59	104,119.32
				3	52.61	420.88	4,208.78	109,428.38
				4	55.30	442.40	4,424.03	115,024.85
				5	58.12	464.96	4,649.61	120,889.77
12/23/2023	AMPR	PR10	PARKS & URBAN FORESTRY MANAGER	1	72.80	582.44	5,824.39	151,434.14
				2	75.77	606.16	6,061.62	157,602.05
				3	79.62	636.96	6,369.62	165,610.21
				4	83.67	669.38	6,693.78	174,038.31
				5	87.93	703.41	7,034.09	182,886.38

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AMP

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
12/23/2023	AMPR	PR11	RECREATION MANAGER	1	65.66	525.25	5,252.51	136,565.20
				2	68.32	546.58	5,465.83	142,111.53
				3	71.81	574.46	5,744.61	149,359.97
				4	75.47	603.76	6,037.58	156,977.13
				5	79.32	634.55	6,345.54	164,984.16
12/23/2023	AMPR	PW18	PROPERTY MANAGER	1	63.01	504.08	5,040.82	131,061.20
				2	65.57	524.55	5,245.48	136,382.52
				3	68.91	551.31	5,513.09	143,340.22
				4	72.43	579.43	5,794.27	150,651.03
				5	76.12	608.99	6,089.85	158,336.14
12/23/2023	AMPR	PW19	DEPUTY PUBLIC WORKS DIRECTOR - ENGINEERING	1	82.92	663.39	6,633.89	172,481.14
				2	86.29	690.33	6,903.27	179,485.04
				3	90.69	725.54	7,255.37	188,639.72
				4	95.32	762.55	7,625.47	198,262.32
				5	100.18	801.45	8,014.48	208,376.56
12/23/2023	AMPR	PW20	PUBLIC WORKS OPERATIONS MANAGER	1	72.80	582.44	5,824.39	151,434.14
				2	75.77	606.16	6,061.62	157,602.05
				3	79.62	636.96	6,369.62	165,610.21
				4	83.67	669.38	6,693.78	174,038.31
				5	87.93	703.41	7,034.09	182,886.38
12/23/2023	AMPR	PW21	TRANSPORTATION PLANNER I	1	44.45	355.62	3,556.17	92,460.39
				2	46.26	370.05	3,700.45	96,211.80
				3	48.62	388.95	3,889.51	101,127.18
				4	51.10	408.80	4,087.97	106,287.09
				5	53.71	429.64	4,296.44	111,707.57
12/23/2023	AMPR	PW22	TRANSPORTATION PLANNER II	1	48.90	391.22	3,912.22	101,717.70
				2	50.89	407.08	4,070.82	105,841.20
				3	53.49	427.89	4,278.87	111,250.56
				4	56.21	449.66	4,496.63	116,912.42
				5	59.08	472.62	4,726.21	122,881.48
12/23/2023	AMPR	PW23	MAINTENANCE SUPERINTENDENT	1	57.85	462.76	4,627.61	120,317.80
				2	60.19	481.53	4,815.32	125,198.27
				3	63.26	506.10	5,060.98	131,585.55
				4	66.49	531.88	5,318.83	138,289.61
				5	69.88	559.03	5,590.35	145,349.05
12/23/2023	AMPR	PW24	CONSTRUCTION MANAGER	1	60.59	484.74	4,847.37	126,031.74
				2	63.06	504.44	5,044.41	131,154.77
				3	66.27	530.18	5,301.82	137,847.35
				4	69.65	557.22	5,572.17	144,876.35
				5	73.21	585.68	5,856.78	152,276.28
12/23/2023	AMPR	PW25	CONSTRUCTION MANAGER - PROFESSIONAL ENGINEER	1	61.82	494.53	4,945.27	128,577.10
				2	64.33	514.63	5,146.30	133,803.74
				3	67.61	540.88	5,408.76	140,627.75
				4	71.05	568.43	5,684.29	147,791.54
				5	74.68	597.41	5,974.09	155,326.27
12/23/2023	AMPR	PW28	SENIOR TRAFFIC ENGINEER	1	74.63	597.05	5,970.51	155,233.36
				2	77.66	621.29	6,212.94	161,536.45
				3	81.62	652.99	6,529.86	169,776.45
				4	85.79	686.30	6,862.95	178,436.79
				5	90.16	721.30	7,213.03	187,538.90

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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
12/23/2023	AMPR	PW30	SENIOR TRANSPORTATION PLANNER	1	56.24	449.89	4,498.88	116,970.96
				2	58.52	468.16	4,681.56	121,720.45
				3	61.50	492.04	4,920.36	127,929.42
				4	64.64	517.14	5,171.35	134,455.10
				5	67.94	543.51	5,435.14	141,313.66
12/23/2023	AMPR	UT23	MATERIALS DIVERSION ADMINISTRATOR	1	57.88	463.08	4,630.76	120,399.64
				2	60.24	481.89	4,818.88	125,290.96
				3	63.31	506.45	5,064.51	131,677.21
				4	66.53	532.26	5,322.56	138,386.50
				5	69.93	559.43	5,594.27	145,451.14
12/23/2023	AMPR	UT24	MATERIALS DIVERSION ANALYST	1	50.03	400.23	4,002.25	104,058.59
				2	52.07	416.53	4,165.29	108,297.64
				3	54.72	437.75	4,377.50	113,814.94
				4	57.51	460.10	4,600.95	119,624.70
				5	60.45	483.56	4,835.61	125,725.80
12/23/2023	AMPR	UT25	WATER QUALITY LABORATORY SUPERVISOR	1	52.50	420.03	4,200.34	109,208.94
				2	54.64	437.09	4,370.86	113,642.44
				3	57.42	459.33	4,593.27	119,424.93
				4	60.35	482.78	4,827.84	125,523.78
				5	63.42	507.36	5,073.63	131,914.48
12/23/2023	AMPR	UT26	WATER QUALITY MANAGER	1	72.78	582.24	5,822.39	151,382.03
				2	75.74	605.88	6,058.80	157,528.74
				3	79.60	636.79	6,367.86	165,564.29
				4	83.66	669.27	6,692.68	174,009.72
				5	87.93	703.41	7,034.08	182,885.98
12/23/2023	AMPR	UT27	WATER TREATMENT MANAGER	1	68.34	546.69	5,466.85	142,138.18
				2	71.11	568.88	5,688.83	147,909.57
				3	74.74	597.90	5,979.02	155,454.43
				4	78.55	628.40	6,284.01	163,384.17
				5	82.56	660.46	6,604.55	171,718.41
12/23/2023	AMPR	UT28	CONTROL SYSTEMS ADMINISTRATOR	1	54.34	434.74	4,347.43	113,033.12
				2	56.55	452.39	4,523.86	117,620.34
				3	59.43	475.47	4,754.66	123,621.16
				4	62.46	499.71	4,997.07	129,923.86
				5	65.65	525.19	5,251.87	136,548.49
12/23/2023	AMPR	UT29	CONTROL SYSTEMS ANALYST	1	49.77	398.12	3,981.24	103,512.23
				2	51.78	414.26	4,142.63	107,708.46
				3	54.43	435.46	4,354.63	113,220.26
				4	57.21	457.70	4,577.03	119,002.75
				5	60.13	481.04	4,810.36	125,069.28
12/23/2023	AMPR	UT30	DEPUTY UTILITIES DIRECTOR	1	82.92	663.39	6,633.89	172,481.14
				2	86.29	690.33	6,903.27	179,485.04
				3	90.69	725.54	7,255.37	188,639.72
				4	95.32	762.55	7,625.47	198,262.32
				5	100.18	801.45	8,014.48	208,376.56
12/23/2023	AMPR	UT32	WATER RESOURCES ANALYST	1	50.03	400.23	4,002.25	104,058.59
				2	52.07	416.53	4,165.29	108,297.64
				3	54.72	437.75	4,377.50	113,814.94
				4	57.51	460.10	4,600.95	119,624.70
				5	60.45	483.56	4,835.61	125,725.80

Note: All dollar amounts are approximate, there may be variations due to rounding in Tyler Munis.
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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
12/23/2023	AMPR	UT35	ASSET MANAGEMENT SYSTEMS COORDINATOR	1	52.31	0.00	4,184.72	108,802.70
				2	54.43	0.00	4,354.64	113,220.53
				3	57.21	0.00	4,576.77	118,995.91
				4	60.13	0.00	4,810.23	125,065.90
				5	63.20	0.00	5,055.60	131,445.51
12/23/2023	AMPR	UT36	WATER PLANT MAINTENANCE SUPERINTENDENT	1	56.75	454.01	4,540.11	118,042.95
				2	59.06	472.45	4,724.46	122,835.97
				3	62.07	496.55	4,965.46	129,101.85
				4	65.23	521.87	5,218.74	135,687.34
				5	68.56	548.50	5,484.95	142,608.75
12/23/2023	AMPR	UT37	WATER CONTROL SYSTEMS SUPERINTENDENT	1	56.75	454.01	4,540.11	118,042.95
				2	59.06	472.45	4,724.46	122,835.97
				3	62.07	496.55	4,965.46	129,101.85
				4	65.23	521.87	5,218.74	135,687.34
				5	68.56	548.50	5,484.95	142,608.75
12/23/2023	AMPR	UT38	WATER DISTRIBUTION MANAGER	1	64.88	519.02	5,190.24	134,946.13
				2	68.12	544.97	5,449.75	141,693.43
				3	71.53	572.22	5,722.23	148,778.10
				4	75.10	600.83	6,008.35	156,217.01
				5	78.86	630.88	6,308.76	164,027.86
12/23/2023	AMPR	UT39	WATER CONTROL SYSTEMS ANALYST	1	53.48	427.85	4,278.45	111,239.81
				2	55.65	445.22	4,452.18	115,756.59
				3	58.49	467.93	4,679.28	121,661.33
				4	61.47	491.80	4,917.97	127,867.30
				5	64.61	516.88	5,168.84	134,389.82

Note: All dollar amounts are approximate, there may be variations due to rounding in Tyler Munis.

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
12/23/2023	AMPX	CA01	DEPUTY CITY ATTORNEY	1	78.19	625.48	6,254.80	162,624.84
				2	81.35	650.78	6,507.75	169,201.56
				3	85.48	683.83	6,838.25	177,794.53
				4	89.85	718.78	7,187.77	186,882.10
				5	94.43	755.40	7,554.05	196,405.21
12/23/2023	AMPX	CA03	ASSISTANT CITY ATTORNEY	1	85.56	684.48	6,844.84	177,965.95
				2	89.03	712.23	7,122.26	185,178.66
				3	93.57	748.60	7,485.96	194,634.89
				4	98.35	786.80	7,868.03	204,568.82
				5	103.37	826.94	8,269.42	215,005.03
12/23/2023	AMPX	CA05	LEGAL ANALYST	1	50.03	400.23	4,002.25	104,058.60
				2	52.07	416.53	4,165.29	108,297.64
				3	54.72	437.75	4,377.50	113,814.94
				4	57.51	460.10	4,600.95	119,624.70
				5	60.45	483.56	4,835.61	125,725.81
12/23/2023	AMPX	CM02	COMMUNITY RELATIONS AND MEDIA MANAGER	1	60.24	481.92	4,819.23	125,299.90
				2	62.69	501.50	5,014.97	130,389.14
				3	65.88	527.06	5,270.63	137,036.47
				4	69.24	553.92	5,539.19	144,018.83
				5	72.77	582.20	5,821.96	151,371.00
12/23/2023	AMPX	CM03	DEPUTY CITY MANAGER	1	80.96	697.54	6,477.17	181,360.63
				2	84.25	725.86	6,740.16	188,724.59
				3	88.55	762.89	7,083.98	198,351.45
				4	93.07	801.81	7,445.33	208,469.36
				5	97.81	842.71	7,825.12	219,103.40
12/23/2023	AMPX	CM07	RISK MANAGER	1	71.85	574.83	5,748.31	149,456.17
				2	74.77	598.17	5,981.72	155,524.70
				3	78.59	628.68	6,286.85	163,458.02
				4	82.59	660.75	6,607.54	171,796.03
				5	86.81	694.46	6,944.59	180,559.35

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
06/24/2023	NCEA	CC01	IMAGING CLERK	1	29.04	232.31	2,323.10	60,400.69
				2	30.21	241.70	2,417.03	62,842.72
				3	31.75	254.04	2,540.36	66,049.37
				4	33.37	267.00	2,669.97	69,419.32
				5	35.08	280.67	2,806.66	72,973.13
06/24/2023	NCEA	CD01	BUILDING INSPECTOR I	1	38.85	310.81	3,108.11	80,810.76
				2	40.43	323.46	3,234.56	84,098.52
				3	42.50	340.01	3,400.07	88,401.81
				4	44.66	357.32	3,573.15	92,901.93
				5	46.95	375.58	3,755.76	97,649.72
06/24/2023	NCEA	CD02	BUILDING INSPECTOR II	1	45.34	362.68	3,626.81	94,297.07
				2	47.18	377.43	3,774.31	98,132.07
				3	49.58	396.66	3,966.61	103,131.84
				4	52.11	416.91	4,169.06	108,395.50
				5	54.77	438.17	4,381.70	113,924.13
06/24/2023	NCEA	CD03	SENIOR BUILDING INSPECTOR	1	49.87	398.96	3,989.61	103,729.91
				2	51.89	415.12	4,151.17	107,930.46
				3	54.54	436.33	4,363.27	113,445.02
				4	57.32	458.56	4,585.60	119,225.64
				5	60.25	482.00	4,820.00	125,319.89
06/24/2023	NCEA	CD04	HOUSING SPECIALIST	1	33.19	265.52	2,655.25	69,036.47
				2	34.54	276.32	2,763.19	71,842.96
				3	36.31	290.44	2,904.41	75,514.66
				4	38.15	305.20	3,051.95	79,350.74
				5	40.10	320.77	3,207.73	83,400.95
06/24/2023	NCEA	CD25	SENIOR HOUSING SPECIALIST	1	37.57	300.54	3,005.36	78,139.46
				2	39.09	312.72	3,127.24	81,308.25
				3	41.08	328.63	3,286.30	85,443.91
				4	43.17	345.36	3,453.65	89,794.78
				5	45.37	363.00	3,629.97	94,379.26
06/24/2023	NCEA	CD06	HOUSING REHABILITATION SPECIALIST	1	42.01	336.11	3,361.14	87,389.53
				2	43.72	349.77	3,497.74	90,941.17
				3	45.95	367.60	3,675.98	95,575.40
				4	48.30	386.38	3,863.78	100,458.37
				5	50.76	406.05	4,060.53	105,573.87
06/24/2023	NCEA	CD05	PLANNING AIDE	1	34.51	276.11	2,761.07	71,787.81
				2	35.91	287.26	2,872.63	74,688.39
				3	37.75	301.97	3,019.71	78,512.57
				4	39.67	317.35	3,173.45	82,509.80
				5	41.69	333.51	3,335.05	86,711.43
06/24/2023	NCEA	CD07	ASSISTANT PLANNER	1	42.50	340.01	3,400.07	88,401.81
				2	44.22	353.80	3,537.96	91,986.98
				3	46.48	371.87	3,718.65	96,685.02
				4	48.86	390.85	3,908.46	101,619.90
				5	51.35	410.78	4,107.79	106,802.45
06/24/2023	NCEA	CD08	PLANS EXAMINER	1	49.87	398.96	3,989.61	103,729.91
				2	51.89	415.12	4,151.17	107,930.46
				3	54.54	436.33	4,363.27	113,445.02
				4	57.32	458.56	4,585.60	119,225.64
				5	60.25	482.00	4,820.00	125,319.89

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
06/24/2023	NCEA	CD09	PERMIT TECHNICIAN	1	36.55	292.39	2,923.88	76,020.80
				2	38.03	304.27	3,042.72	79,110.64
				3	39.98	319.82	3,198.25	83,154.37
				4	42.02	336.17	3,361.72	87,404.67
				5	44.18	353.42	3,534.22	91,889.65
06/24/2023	NCEA	CD26	SENIOR PERMIT TECHNICIAN	1	40.22	321.80	3,217.97	83,667.17
				2	41.86	334.86	3,348.63	87,064.39
				3	43.99	351.94	3,519.44	91,505.55
				4	46.24	369.90	3,698.97	96,173.25
				5	48.60	388.77	3,887.66	101,079.05
06/24/2023	NCEA	FD06	FIRE PREVENTION INSPECTOR I	1	40.08	320.65	3,206.52	83,369.59
				2	41.71	333.67	3,336.72	86,754.69
				3	43.84	350.68	3,506.81	91,176.94
				4	46.07	368.55	3,685.54	95,824.14
				5	48.42	387.33	3,873.31	100,706.04
06/24/2023	NCEA	FD07	FIRE PREVENTION INSPECTOR II	1	44.09	352.72	3,527.19	91,706.87
				2	45.88	367.03	3,670.28	95,427.23
				3	48.22	385.74	3,857.38	100,291.82
				4	50.68	405.40	4,054.04	105,405.15
				5	53.25	426.03	4,260.32	110,768.31
06/24/2023	NCEA	FD11	SENIOR PREVENTION INSPECTOR	1	50.69	405.54	4,055.40	105,440.33
				2	52.75	422.01	4,220.06	109,721.53
				3	55.44	443.53	4,435.33	115,318.51
				4	58.27	466.16	4,661.57	121,200.89
				5	61.24	489.94	4,899.36	127,383.40
06/24/2023	NCEA	FN01	ACCOUNT CLERK I	1	27.68	221.46	2,214.58	57,579.06
				2	28.81	230.46	2,304.59	59,919.43
				3	30.28	242.21	2,422.10	62,974.66
				4	31.82	254.54	2,545.35	66,179.15
				5	33.44	267.50	2,675.05	69,551.27
06/24/2023	NCEA	FN02	ACCOUNT CLERK II	1	29.90	239.20	2,391.99	62,191.66
				2	31.11	248.91	2,489.11	64,716.96
				3	32.70	261.63	2,616.27	68,023.11
				4	34.37	274.96	2,749.59	71,489.31
				5	36.12	288.97	2,889.73	75,132.89
06/24/2023	NCEA	FN03	ACCOUNTING TECHNICIAN (ENTRY)	1	32.26	258.11	2,581.08	67,108.16
				2	33.57	268.60	2,685.99	69,835.70
				3	35.28	282.26	2,822.59	73,387.35
				4	37.09	296.70	2,967.01	77,142.31
				5	38.97	311.77	3,117.71	81,060.59
06/24/2023	NCEA	FN04	ACCOUNTING TECHNICIAN	1	35.48	283.86	2,838.60	73,803.72
				2	36.92	295.36	2,953.58	76,792.99
				3	38.80	310.43	3,104.32	80,712.35
				4	40.79	326.33	3,263.30	84,845.84
				5	42.88	343.01	3,430.14	89,183.73
06/24/2023	NCEA	FN05	PAYROLL SPECIALIST	1	37.70	301.64	3,016.39	78,426.05
				2	39.24	313.88	3,138.85	81,609.99
				3	41.24	329.89	3,298.91	85,771.60
				4	43.34	346.72	3,467.21	90,147.35
				5	45.55	364.41	3,644.11	94,746.97

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
06/24/2023	NCEA	G001	ENGINEERING AIDE	1	35.69	285.51	2,855.12	74,233.08
				2	37.14	297.15	2,971.46	77,258.03
				3	39.03	312.28	3,122.79	81,192.53
				4	41.02	328.19	3,281.85	85,328.19
				5	43.11	344.86	3,448.57	89,662.84
06/24/2023	NCEA	G002	SENIOR ENGINEERING AIDE	1	39.09	312.72	3,127.24	81,308.25
				2	40.67	325.37	3,253.69	84,596.01
				3	42.74	341.92	3,419.16	88,898.22
				4	44.93	359.43	3,594.28	93,451.33
				5	47.22	377.75	3,777.47	98,214.26
06/24/2023	NCEA	G004	ENGINEERING ASSISTANT	1	47.01	376.08	3,760.83	97,781.66
				2	48.92	391.35	3,913.53	101,751.85
				3	51.42	411.35	4,113.53	106,951.70
				4	54.04	432.30	4,323.01	112,398.13
				5	56.79	454.33	4,543.34	118,126.84
06/24/2023	NCEA	G017	SUPERVISING ENGINEERING ASSISTANT	1	49.87	398.96	3,989.61	103,729.91
				2	51.89	415.12	4,151.17	107,930.46
				3	54.54	436.33	4,363.27	113,445.02
				4	57.32	458.56	4,585.60	119,225.64
				5	60.25	482.00	4,820.00	125,319.89
06/24/2023	NCEA	G008	CODE ENFORCEMENT ASSISTANT	1	31.61	252.88	2,528.80	65,748.71
				2	32.90	263.16	2,631.62	68,422.18
				3	34.57	276.59	2,765.85	71,912.18
				4	36.34	290.69	2,906.91	75,579.55
				5	38.19	305.50	3,055.03	79,430.77
06/24/2023	NCEA	G005	CODE ENFORCEMENT OFFICER	1	41.02	328.19	3,281.85	85,328.19
				2	42.68	341.47	3,414.71	88,782.50
				3	44.86	358.91	3,589.08	93,316.15
				4	47.15	377.18	3,771.81	98,067.18
				5	49.55	396.40	3,964.03	103,064.79
06/24/2023	NCEA	G006	PARKING ENFORCEMENT OFFICER	1	30.32	242.55	2,425.51	63,063.35
				2	31.55	252.41	2,524.05	65,625.42
				3	33.16	265.30	2,652.96	68,976.99
				4	34.86	278.86	2,788.56	72,502.68
				5	36.63	293.06	2,930.62	76,196.00
06/24/2023	NCEA	G007	COMMUNITY SERVICES OFFICER I	1	30.32	242.55	2,425.51	63,063.35
				2	31.55	252.41	2,524.10	65,626.50
				3	33.16	265.30	2,652.96	68,976.99
				4	34.86	278.86	2,788.56	72,502.68
				5	36.63	293.06	2,930.62	76,196.00
06/24/2023	NCEA	G015	COMMUNITY SERVICES OFFICER II	1	33.18	265.44	2,654.38	69,013.76
				2	34.53	276.23	2,762.32	71,820.25
				3	36.29	290.32	2,903.25	75,484.37
				4	38.14	305.15	3,051.49	79,338.84
				5	40.08	320.64	3,206.36	83,365.26
06/24/2023	NCEA	G009	OFFICE ASSISTANT I	1	25.13	201.07	2,010.72	52,278.63
				2	26.15	209.19	2,091.87	54,388.64
				3	27.48	219.86	2,198.56	57,162.68
				4	28.88	231.03	2,310.33	60,068.67
				5	30.36	242.85	2,428.47	63,140.13

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
06/24/2023	NCEA	G010	OFFICE ASSISTANT II	1	27.67	221.39	2,213.91	57,561.76
				2	28.80	230.40	2,303.97	59,903.20
				3	30.27	242.16	2,421.56	62,960.60
				4	31.81	254.48	2,544.77	66,164.01
				5	33.43	267.45	2,674.47	69,536.12
06/24/2023	NCEA	G012	SENIOR OFFICE ASSISTANT	1	33.59	268.72	2,687.19	69,867.06
				2	34.95	279.58	2,795.84	72,691.94
				3	36.74	293.89	2,938.89	76,411.22
				4	38.60	308.83	3,088.26	80,294.89
				5	40.57	324.55	3,245.46	84,381.87
06/24/2023	NCEA	G011	SECRETARY	1	33.59	268.72	2,687.19	69,867.06
				2	34.95	279.58	2,795.84	72,691.94
				3	36.74	293.89	2,938.89	76,411.22
				4	38.60	308.83	3,088.26	80,294.89
				5	40.57	324.55	3,245.46	84,381.87
06/24/2023	NCEA	G013	ADMINISTRATIVE SECRETARY	1	37.87	302.94	3,029.45	78,765.65
				2	39.40	315.22	3,152.20	81,957.15
				3	41.41	331.25	3,312.51	86,125.25
				4	43.52	348.12	3,481.22	90,511.82
				5	45.73	365.87	3,658.71	95,126.58
06/24/2023	NCEA	G014	BUYER	1	32.07	256.57	2,565.69	66,708.00
				2	33.37	266.95	2,669.52	69,407.43
				3	35.07	280.53	2,805.29	72,937.44
				4	36.86	294.85	2,948.50	76,661.05
				5	38.73	309.85	3,098.50	80,560.94
06/24/2023	NCEA	G016	MAINTENANCE LABORER	1	22.87	182.96	1,829.57	47,568.70
				2	23.80	190.38	1,903.81	49,499.17
				3	25.01	200.10	2,001.02	52,026.64
				4	26.29	210.31	2,103.06	54,679.56
				5	27.63	221.05	2,210.50	57,473.07
06/24/2023	NCEA	G003	HEAVY EQUIPMENT OPERATOR	1	36.63	293.05	2,930.53	76,193.84
				2	38.12	304.93	3,049.33	79,282.60
				3	40.07	320.52	3,205.23	83,336.06
				4	42.11	336.87	3,368.71	87,586.36
				5	44.26	354.05	3,540.54	92,054.04
06/24/2023	NCEA	HR01	HUMAN RESOURCES COORDINATOR	1	36.54	292.35	2,923.46	76,009.98
				2	38.03	304.24	3,042.38	79,101.99
				3	39.97	319.72	3,197.25	83,128.42
				4	42.00	336.01	3,360.05	87,361.41
				5	44.15	353.17	3,531.72	91,824.76
06/24/2023	NCEA	IT01	TELECOMMUNICATIONS TECHNICIAN	1	43.29	346.29	3,462.92	90,035.96
				2	45.04	360.31	3,603.14	93,681.69
				3	47.34	378.74	3,787.37	98,471.66
				4	49.76	398.04	3,980.42	103,490.90
				5	52.29	418.35	4,183.45	108,769.70
06/24/2023	NCEA	IT02	TELECOMMUNICATIONS SPECIALIST	1	47.68	381.46	3,814.58	99,178.96
				2	49.62	396.93	3,969.27	103,201.06
				3	52.15	417.18	4,171.76	108,465.80
				4	54.81	438.46	4,384.57	113,998.75
				5	57.61	460.84	4,608.40	119,818.30

Note: All dollar amounts are approximate, there may be variations due to rounding in Tyler Munis.
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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
06/24/2023	NCEA	PD06	POLICE FORENSIC SPECIALIST	1	38.33	306.60	3,066.01	79,716.28
				2	39.87	318.99	3,189.88	82,936.99
				3	41.90	335.22	3,352.15	87,155.92
				4	44.04	352.33	3,523.28	91,605.21
				5	46.29	370.28	3,702.81	96,272.97
06/24/2023	NCEA	PD13	PUBLIC SAFETY DISPATCH CALL TAKER	1	34.25	273.97	2,739.69	71,231.92
				2	35.64	285.13	2,851.33	74,134.66
				3	37.46	299.67	2,996.67	77,913.42
				4	39.37	314.95	3,149.45	81,885.77
				5	41.38	331.07	3,310.72	86,078.75
06/24/2023	NCEA	PD07	PUBLIC SAFETY DISPATCHER I	1	37.69	301.53	3,015.31	78,397.94
				2	39.22	313.78	3,137.85	81,584.03
				3	41.22	329.76	3,297.62	85,738.08
				4	43.32	346.57	3,465.67	90,107.34
				5	45.52	364.20	3,641.95	94,690.73
06/24/2023	NCEA	PD08	PUBLIC SAFETY DISPATCHER II	1	41.11	328.86	3,288.63	85,504.47
				2	42.78	342.22	3,422.20	88,977.17
				3	44.97	359.72	3,597.24	93,528.12
				4	47.25	378.03	3,780.30	98,287.80
				5	49.67	397.32	3,973.22	103,303.80
06/24/2023	NCEA	PD09	PUBLIC SAFETY DISPATCH SUPERVISOR	1	45.18	361.45	3,614.46	93,975.86
				2	47.01	376.11	3,761.12	97,789.23
				3	49.41	395.32	3,953.17	102,782.52
				4	51.94	415.50	4,155.04	108,031.04
				5	54.59	436.73	4,367.26	113,548.85
06/24/2023	NCEA	PD10	POLICE OFFICER TRAINEE	1	31.59	252.75	2,527.51	65,715.18
				2	32.88	263.03	2,630.29	68,387.57
				3	34.56	276.45	2,764.48	71,876.49
				4	36.32	290.57	2,905.66	75,547.10
				5	38.16	305.31	3,053.12	79,381.02
06/24/2023	NCEA	PD11	CRIME ANALYSIS TECHNICIAN	1	36.52	292.16	2,921.63	75,962.40
				2	38.01	304.04	3,040.43	79,051.16
				3	39.95	319.62	3,196.25	83,102.46
				4	42.00	335.98	3,359.85	87,356.00
				5	44.15	353.16	3,531.60	91,821.51
06/24/2023	NCEA	PD22	HOMELESS INTERVENTION COORDINATOR	1	34.75	278.00	2,779.95	72,278.81
				2	36.16	289.28	2,892.85	75,214.00
				3	38.00	304.03	3,040.35	79,049.00
				4	39.94	319.54	3,195.42	83,080.83
				5	41.98	335.85	3,358.47	87,320.31
06/24/2023	NCEA	PD14	POLICE PROPERTY TECHNICIAN	1	33.65	269.23	2,692.31	70,000.09
				2	35.02	280.18	2,801.79	72,846.60
				3	36.81	294.47	2,944.72	76,562.63
				4	38.69	309.51	3,095.09	80,472.25
				5	40.65	325.22	3,252.15	84,556.00
06/24/2023	NCEA	PD15	POLICE RECORDS SPECIALIST I	1	25.97	207.75	2,077.48	54,014.44
				2	27.02	216.18	2,161.84	56,207.72
				3	28.40	227.21	2,272.15	59,075.86
				4	29.85	238.80	2,387.95	62,086.75
				5	31.37	250.98	2,509.83	65,255.55

Note: All dollar amounts are approximate, there may be variations due to rounding in Tyler Munis.
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NCEA

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
06/24/2023	NCEA	PD16	POLICE RECORDS SPECIALIST II	1	28.57	228.58	2,285.79	59,430.59
				2	29.73	237.86	2,378.63	61,844.50
				3	31.25	250.00	2,499.97	64,999.23
				4	32.84	262.75	2,627.46	68,314.03
				5	34.52	276.16	2,761.57	71,800.79
06/24/2023	NCEA	PD17	SENIOR POLICE RECORDS SPECIALIST	1	33.59	268.72	2,687.19	69,867.06
				2	34.95	279.58	2,795.84	72,691.94
				3	36.74	293.89	2,938.89	76,411.22
				4	38.60	308.83	3,088.26	80,294.89
				5	40.57	324.55	3,245.46	84,381.87
06/24/2023	NCEA	PR01	PARK MAINTENANCE WORKER I	1	29.30	234.42	2,344.19	60,949.01
				2	30.50	243.97	2,439.74	63,433.22
				3	32.05	256.43	2,564.28	66,671.23
				4	33.68	269.47	2,694.68	70,061.73
				5	35.40	283.18	2,831.82	73,627.44
06/24/2023	NCEA	PR02	PARK MAINTENANCE WORKER II	1	32.46	259.66	2,596.60	67,511.56
				2	33.78	270.23	2,702.29	70,259.65
				3	35.50	283.98	2,839.81	73,835.09
				4	37.31	298.47	2,984.69	77,601.95
				5	39.22	313.73	3,137.27	81,568.89
06/24/2023	NCEA	PR03	PARK MAINTENANCE WORKER III	1	35.69	285.54	2,855.37	74,239.57
				2	37.14	297.16	2,971.59	77,261.28
				3	39.03	312.27	3,122.75	81,191.45
				4	41.02	328.15	3,281.48	85,318.45
				5	43.11	344.87	3,448.65	89,665.00
06/24/2023	NCEA	PR04	PARKS, TREES, & FACILITIES SUPERVISOR	1	42.56	340.51	3,405.14	88,533.75
				2	44.29	354.32	3,543.16	92,122.17
				3	46.55	372.38	3,723.81	96,819.12
				4	48.92	391.35	3,913.53	101,751.85
				5	51.42	411.35	4,113.53	106,951.70
06/24/2023	NCEA	PR05	RECREATION COORDINATOR	1	33.18	265.44	2,654.38	69,013.76
				2	34.53	276.24	2,762.36	71,821.33
				3	36.29	290.31	2,903.12	75,481.13
				4	38.14	305.15	3,051.49	79,338.84
				5	40.08	320.64	3,206.40	83,366.35
06/24/2023	NCEA	PR06	PARK RANGER I	1	29.29	234.35	2,343.49	60,930.63
				2	30.48	243.87	2,438.74	63,407.26
				3	32.04	256.32	2,563.24	66,644.19
				4	33.68	269.43	2,694.27	70,050.92
				5	35.39	283.15	2,831.53	73,619.87
06/24/2023	NCEA	PR07	PARK RANGER II	1	31.59	252.75	2,527.51	65,715.18
				2	32.88	263.03	2,630.29	68,387.57
				3	34.56	276.45	2,764.48	71,876.49
				4	36.32	290.57	2,905.66	75,547.10
				5	38.16	305.31	3,053.12	79,381.02
06/24/2023	NCEA	PR08	SENIOR PARK RANGER	1	34.75	278.00	2,779.95	72,278.81
				2	36.16	289.28	2,892.85	75,214.00
				3	38.00	304.03	3,040.35	79,049.00
				4	39.94	319.54	3,195.42	83,080.83
				5	41.98	335.85	3,358.47	87,320.31

Note: All dollar amounts are approximate, there may be variations due to rounding in Tyler Munis.
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NCEA

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
06/24/2023	NCEA	PW02	MAINTENANCE CRAFTSWORKER	1	37.57	300.54	3,005.36	78,139.46
				2	39.09	312.72	3,127.24	81,308.25
				3	41.08	328.63	3,286.30	85,443.91
				4	43.17	345.36	3,453.65	89,794.78
				5	45.37	363.00	3,629.97	94,379.26
06/24/2023	NCEA	PW03	CUSTODIAN	1	27.72	221.77	2,217.74	57,661.25
				2	28.85	230.78	2,307.84	60,003.78
				3	30.32	242.53	2,425.31	63,057.94
				4	31.87	254.93	2,549.26	66,280.81
				5	33.49	267.95	2,679.46	69,665.90
06/24/2023	NCEA	PW07	EQUIPMENT MECHANIC ENTRY	1	30.00	239.98	2,399.81	62,394.98
				2	31.22	249.75	2,497.47	64,934.34
				3	32.81	262.46	2,624.63	68,240.49
				4	34.48	275.87	2,758.70	71,726.16
				5	36.25	290.00	2,899.96	75,398.94
06/24/2023	NCEA	PW08	EQUIPMENT MECHANIC JOURNEY	1	38.46	307.70	3,076.95	80,000.72
				2	40.02	320.19	3,201.95	83,250.63
				3	42.07	336.55	3,365.46	87,502.00
				4	44.22	353.74	3,537.38	91,971.84
				5	46.47	371.74	3,717.45	96,653.66
06/24/2023	NCEA	PW15	EQUIPMENT MECHANIC MASTER	1	41.41	331.25	3,312.51	86,125.25
				2	43.08	344.67	3,446.66	89,613.09
				3	45.29	362.29	3,622.90	94,195.41
				4	47.59	380.75	3,807.55	98,996.18
				5	50.02	400.18	4,001.76	104,045.71
06/24/2023	NCEA	PW06	FLEET SHOP SUPERVISOR	1	47.68	381.46	3,814.58	99,178.96
				2	49.62	396.99	3,969.85	103,216.20
				3	52.15	417.22	4,172.22	108,477.69
				4	54.81	438.50	4,384.98	114,009.57
				5	57.61	460.85	4,608.52	119,821.55
06/24/2023	NCEA	PW27	CONCRETE FINISHER	1	34.12	272.96	2,729.64	70,970.62
				2	35.51	284.05	2,840.47	73,852.32
				3	37.32	298.54	2,985.37	77,619.51
				4	39.22	313.77	3,137.65	81,578.89
				5	41.22	329.77	3,297.70	85,740.24
06/24/2023	NCEA	PW09	STREET MAINTENANCE WORKER I	1	28.66	229.30	2,293.03	59,618.77
				2	29.83	238.63	2,386.33	62,044.57
				3	31.35	250.77	2,507.71	65,200.39
				4	32.94	263.54	2,635.37	68,519.51
				5	34.63	277.03	2,770.26	72,026.82
06/24/2023	NCEA	PW10	STREET MAINTENANCE WORKER II	1	32.50	259.98	2,599.80	67,594.83
				2	33.81	270.49	2,704.91	70,327.78
				3	35.54	284.30	2,842.97	73,917.28
				4	37.35	298.81	2,988.14	77,691.72
				5	39.26	314.06	3,140.55	81,654.33
06/24/2023	NCEA	PW05	STREET MAINTENANCE WORKER III	1	35.70	285.62	2,856.20	74,261.20
				2	37.16	297.25	2,972.46	77,283.99
				3	39.05	312.36	3,123.62	81,214.16
				4	41.03	328.24	3,282.44	85,343.33
				5	43.12	344.97	3,449.69	89,692.04

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
06/24/2023	NCEA	PW04	STREET FIELD SUPERVISOR	1	45.84	366.72	3,667.16	95,346.12
				2	47.69	381.54	3,815.41	99,200.59
				3	50.13	401.00	4,010.04	104,260.93
				4	52.69	421.48	4,214.81	109,585.15
				5	55.38	443.01	4,430.07	115,181.91
06/24/2023	NCEA	PW01	ELECTRICIAN I	1	39.60	316.81	3,168.09	82,370.28
				2	41.21	329.68	3,296.79	85,716.45
				3	43.31	346.50	3,465.04	90,091.11
				4	45.52	364.17	3,641.74	94,685.33
				5	47.85	382.76	3,827.64	99,518.55
06/24/2023	NCEA	PW12	ELECTRICIAN II	1	43.29	346.29	3,462.92	90,035.96
				2	45.04	360.31	3,603.14	93,681.69
				3	47.34	378.74	3,787.37	98,471.66
				4	49.76	398.04	3,980.42	103,490.90
				5	52.29	418.35	4,183.45	108,769.70
06/24/2023	NCEA	PW13	ELECTRICIAN III	1	47.69	381.52	3,815.24	99,196.26
				2	49.62	396.99	3,969.85	103,216.20
				3	52.15	417.23	4,172.34	108,480.94
				4	54.82	438.52	4,385.23	114,016.06
				5	57.61	460.89	4,608.90	119,831.28
06/24/2023	NCEA	PW11	ELECTRICAL SUPERVISOR	1	52.46	419.65	4,196.46	109,107.92
				2	54.59	436.69	4,366.85	113,538.14
				3	57.37	458.96	4,589.60	119,329.72
				4	60.30	482.37	4,823.72	125,416.73
				5	63.37	506.98	5,069.78	131,814.25
06/24/2023	NCEA	PW16	CONSTRUCTION INSPECTOR I	1	39.84	318.73	3,187.35	82,871.02
				2	41.46	331.67	3,316.71	86,234.48
				3	43.58	348.60	3,486.01	90,636.19
				4	45.80	366.37	3,663.66	95,255.28
				5	48.12	384.96	3,849.64	100,090.66
06/24/2023	NCEA	PW17	CONSTRUCTION INSPECTOR II	1	44.27	354.12	3,541.21	92,071.34
				2	46.06	368.48	3,684.80	95,804.68
				3	48.41	387.27	3,872.73	100,690.89
				4	50.88	407.01	4,070.14	105,823.69
				5	53.47	427.77	4,277.67	111,219.30
06/24/2023	NCEA	PW14	SENIOR CONSTRUCTION INSPECTOR	1	49.87	398.96	3,989.61	103,729.91
				2	51.89	415.12	4,151.17	107,930.46
				3	54.54	436.33	4,363.27	113,445.02
				4	57.32	458.56	4,585.60	119,225.64
				5	60.25	482.00	4,820.00	125,319.89
06/24/2023	NCEA	UT01	WATER SERVICE WORKER	1	35.52	284.18	2,841.77	73,885.92
				2	36.96	295.68	2,956.82	76,877.35
				3	38.84	310.75	3,107.52	80,795.62
				4	40.83	326.65	3,266.50	84,929.11
				5	42.92	343.33	3,433.26	89,264.85
06/24/2023	NCEA	UT04	WATER FACILITIES SUPERVISOR	1	43.29	346.33	3,463.30	90,045.69
				2	45.05	360.38	3,603.81	93,699.00
				3	47.35	378.78	3,787.79	98,482.47
				4	49.76	398.06	3,980.59	103,495.22
				5	52.30	418.37	4,183.74	108,777.27

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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
06/24/2023	NCEA	UT05	SUPERVISING WATER SERVICE WORKER	1	39.59	316.75	3,167.46	82,354.06
				2	41.21	329.66	3,296.58	85,711.04
				3	43.32	346.52	3,465.21	90,095.44
				4	45.52	364.15	3,641.54	94,679.92
				5	47.84	382.73	3,827.35	99,510.98
06/24/2023	NCEA	UT07	WATER FACILITY WORKER I	1	29.19	233.52	2,335.21	60,715.41
				2	30.38	243.04	2,430.42	63,190.96
				3	31.93	255.44	2,554.42	66,414.92
				4	33.56	268.45	2,684.53	69,797.85
				5	35.27	282.14	2,821.38	73,355.98
06/24/2023	NCEA	UT08	WATER FACILITY WORKER II	1	33.17	265.40	2,653.96	69,002.94
				2	34.52	276.20	2,761.98	71,811.60
				3	36.29	290.31	2,903.12	75,481.13
				4	38.13	305.06	3,050.58	79,315.05
				5	40.08	320.65	3,206.52	83,369.59
06/24/2023	NCEA	UT09	WATER FACILITY WORKER III	1	37.22	297.78	2,977.79	77,422.42
				2	38.74	309.92	3,099.16	80,578.24
				3	40.71	325.70	3,256.98	84,681.45
				4	42.80	342.37	3,423.70	89,016.10
				5	44.98	359.86	3,598.61	93,563.81
06/24/2023	NCEA	UT12	WATER SYSTEMS SPECIALIST	1	38.63	309.03	3,090.30	80,347.88
				2	40.19	321.55	3,215.47	83,602.11
				3	42.24	337.89	3,378.94	87,852.41
				4	44.39	355.14	3,551.40	92,336.31
				5	46.66	373.29	3,732.88	97,054.89
06/24/2023	NCEA	UT15	SCALEHOUSE ATTENDANT	1	26.37	210.98	2,109.76	54,853.68
				2	27.44	219.54	2,195.40	57,080.49
				3	28.84	230.71	2,307.09	59,984.32
				4	30.31	242.48	2,424.76	63,043.88
				5	31.86	254.86	2,548.55	66,262.42
06/24/2023	NCEA	UT21	SENIOR SCALEHOUSE ATTENDANT	1	32.26	258.11	2,581.08	67,108.16
				2	33.57	268.60	2,685.99	69,835.70
				3	35.28	282.26	2,822.59	73,387.35
				4	37.09	296.70	2,967.01	77,142.31
				5	38.97	311.77	3,117.71	81,060.59
06/24/2023	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
06/24/2023	NCEA	UT20	WASTE PREVENTION SPECIALIST	1	41.02	328.19	3,281.85	85,328.19
				2	42.68	341.47	3,414.71	88,782.50
				3	44.86	358.91	3,589.08	93,316.15
				4	47.15	377.18	3,771.81	98,067.18
				5	49.55	396.40	3,964.03	103,064.79
06/24/2023	NCEA	UT33	WATER CONSERVATION SPECIALIST	1	41.02	328.19	3,281.85	85,328.19
				2	42.68	341.47	3,414.71	88,782.50
				3	44.86	358.91	3,589.08	93,316.15
				4	47.15	377.18	3,771.81	98,067.18
				5	49.55	396.40	3,964.03	103,064.79

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
06/24/2023	NCEA	UT34	UTILITIES PROGRAM COMPLIANCE COORDINATOR	1	41.02	328.19	3,281.85	85,328.19
				2	42.68	341.47	3,414.71	88,782.50
				3	44.86	358.91	3,589.08	93,316.15
				4	47.15	377.18	3,771.81	98,067.18
				5	49.55	396.40	3,964.03	103,064.79
06/24/2023	NCEA	UT40	ADVANCED WATER TREATMENT OPERATOR	1	50.06	400.50	4,005.02	104,130.64
				2	52.10	416.76	4,167.64	108,358.76
				3	54.75	438.02	4,380.24	113,886.14
				4	57.55	460.37	4,603.67	119,695.49
				5	60.48	483.85	4,838.51	125,801.16
06/24/2023	NCEA	UT41	SENIOR WATER LABORATORY ANALYST	1	44.64	357.12	3,571.20	92,851.11
				2	46.45	371.62	3,716.20	96,621.24
				3	48.82	390.58	3,905.77	101,549.89
				4	51.31	410.50	4,105.00	106,729.96
				5	53.93	431.44	4,314.39	112,174.26
06/24/2023	NCEA	UT42	SENIOR WATER TREATMENT OPERATOR	1	52.57	420.53	4,205.27	109,337.13
				2	54.70	437.60	4,376.03	113,776.65
				3	57.49	459.92	4,599.25	119,580.40
				4	60.42	483.39	4,833.85	125,680.21
				5	63.51	508.04	5,080.43	132,091.17
06/24/2023	NCEA	UT43	UTILITIES INVENTORY SPECIALIST	1	32.09	256.74	2,567.44	66,753.33
				2	33.40	267.17	2,671.68	69,463.79
				3	35.10	280.80	2,807.97	73,007.13
				4	36.89	295.12	2,951.20	76,731.22
				5	38.77	310.17	3,101.74	80,645.29
06/24/2023	NCEA	UT44	WATER DISTRIBUTION EQUIPMENT OPERATOR	1	39.69	317.54	3,175.45	82,561.68
				2	41.30	330.44	3,304.38	85,914.01
				3	43.41	347.29	3,472.94	90,296.50
				4	45.63	365.01	3,650.10	94,902.52
				5	47.95	383.63	3,836.29	99,743.50
06/24/2023	NCEA	UT45	WATER DISTRIBUTION OPERATOR I	1	32.11	256.87	2,568.68	66,785.56
				2	33.41	267.30	2,672.97	69,497.32
				3	35.12	280.93	2,809.32	73,042.38
				4	36.91	295.26	2,952.63	76,768.28
				5	38.79	310.32	3,103.24	80,684.23
06/24/2023	NCEA	UT46	WATER DISTRIBUTION OPERATOR II	1	36.92	295.40	2,953.99	76,803.75
				2	38.42	307.39	3,073.93	79,922.28
				3	40.38	323.07	3,230.74	83,999.12
				4	42.44	339.55	3,395.54	88,283.93
				5	44.61	356.87	3,568.74	92,787.29
06/24/2023	NCEA	UT47	WATER DISTRIBUTION OPERATOR III	1	39.69	317.54	3,175.45	82,561.68
				2	41.30	330.44	3,304.38	85,914.01
				3	43.41	347.29	3,472.94	90,296.50
				4	45.63	365.01	3,650.10	94,902.52
				5	47.95	383.63	3,836.29	99,743.50
06/24/2023	NCEA	UT48	WATER DISTRIBUTION OPERATOR LEAD	1	43.66	349.30	3,493.00	90,818.11
				2	45.44	363.48	3,634.83	94,505.69
				3	47.75	382.02	3,820.25	99,326.43
				4	50.19	401.51	4,015.12	104,393.08
				5	52.75	421.99	4,219.93	109,718.18

Note: All dollar amounts are approximate, there may be variations due to rounding in Tyler Munis.
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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
06/24/2023	NCEA	UT49	WATER DISTRIBUTION SUPERVISOR	1	50.21	401.69	4,016.94	104,440.38
				2	52.25	418.00	4,180.04	108,681.08
				3	54.92	439.33	4,393.27	114,224.91
				4	57.72	461.74	4,617.37	120,051.53
				5	60.66	485.29	4,852.90	126,175.36
06/24/2023	NCEA	UT50	WATER LABORATORY ANALYST	1	40.58	324.65	3,246.55	84,410.26
				2	42.23	337.84	3,378.37	87,837.66
				3	44.38	355.07	3,550.70	92,318.27
				4	46.65	373.18	3,731.82	97,027.42
				5	49.03	392.22	3,922.18	101,976.80
06/24/2023	NCEA	UT06	PLANT MAINTENANCE MECHANIC I	1	37.80	302.38	3,023.79	78,618.56
				2	39.33	314.65	3,146.46	81,807.90
				3	41.33	330.67	3,306.73	85,974.92
				4	43.44	347.54	3,475.44	90,361.49
				5	45.65	365.23	3,652.31	94,960.03
06/24/2023	NCEA	UT10	PLANT MAINTENANCE MECHANIC II	1	40.38	323.01	3,230.15	83,983.88
				2	42.02	336.16	3,361.59	87,401.42
				3	44.17	353.36	3,533.59	91,873.43
				4	46.42	371.36	3,713.62	96,554.16
				5	48.78	390.27	3,902.72	101,470.66
06/24/2023	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
06/24/2023	NCEA	UT51	WATER PLANT MAINTENANCE ELECTRICIAN	1	44.87	358.92	3,589.24	93,320.20
				2	46.69	373.50	3,734.98	97,109.38
				3	49.07	392.55	3,925.50	102,062.93
				4	51.57	412.57	4,125.74	107,269.16
				5	54.20	433.62	4,336.19	112,740.97
06/24/2023	NCEA	UT52	WATER PLANT MAINTENANCE MECHANIC I	1	38.62	308.99	3,089.92	80,337.99
				2	40.19	321.54	3,215.39	83,600.04
				3	42.24	337.94	3,379.40	87,864.49
				4	44.40	355.18	3,551.79	92,346.46
				5	46.66	373.30	3,732.96	97,057.05
06/24/2023	NCEA	UT53	WATER PLANT MAINTENANCE MECHANIC II	1	42.49	339.89	3,398.90	88,371.53
				2	44.21	353.69	3,536.91	91,959.77
				3	46.47	371.73	3,717.33	96,650.64
				4	48.84	390.70	3,906.95	101,580.79
				5	51.33	410.62	4,106.25	106,762.44
06/24/2023	NCEA	UT54	WATER PLANT MAINTENANCE MECHANIC LEAD	1	46.74	373.88	3,738.81	97,208.95
				2	48.63	389.06	3,890.62	101,156.02
				3	51.11	408.91	4,089.08	106,316.00
				4	53.72	429.77	4,297.66	111,739.19
				5	56.46	451.69	4,516.88	117,439.00
06/24/2023	NCEA	UT55	WATER TREATMENT OPERATOR	1	47.68	381.43	3,814.31	99,172.12
				2	49.61	396.92	3,969.19	103,198.91
				3	52.15	417.17	4,171.66	108,463.10
				4	54.81	438.45	4,384.45	113,995.80
				5	57.60	460.81	4,608.11	119,810.73

Note: All dollar amounts are approximate, there may be variations due to rounding in Tyler Munis.
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NCEA

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
06/24/2023	NCEA	UT56	WATER TREATMENT OPERATOR TRAINEE	1	39.73	317.86	3,178.58	82,643.13
				2	41.35	330.76	3,307.65	85,998.78
				3	43.45	347.64	3,476.37	90,385.58
				4	45.67	365.37	3,653.70	94,996.16
				5	48.00	384.01	3,840.07	99,841.92
06/24/2023	NCEA	UT57	WATERSHED AND FACILITIES MAINTENANCE WORKER	1	36.92	295.40	2,953.99	76,803.75
				2	38.42	307.39	3,073.93	79,922.28
				3	40.38	323.07	3,230.74	83,999.12
				4	42.44	339.55	3,395.54	88,283.93
				5	44.61	356.87	3,568.74	92,787.29
06/24/2023	NCEA	UT02	WATER TREATMENT FACILITY OPERATOR TRAINEE	1	38.61	308.90	3,088.97	80,313.27
				2	40.18	321.43	3,214.34	83,572.91
				3	42.23	337.84	3,378.40	87,838.35
				4	44.38	355.03	3,550.31	92,308.19
				5	46.64	373.11	3,731.13	97,009.47
06/24/2023	NCEA	UT03	WATER TREATMENT FACILITY OPERATOR	1	45.86	366.85	3,668.49	95,380.73
				2	47.72	381.77	3,817.70	99,260.07
				3	50.15	401.22	4,012.20	104,317.16
				4	52.71	421.70	4,217.02	109,642.47
				5	55.40	443.21	4,432.11	115,234.91
06/24/2023	NCEA	PD21	POLICE RECORDS SUPERVISOR	1	39.71	317.71	3,177.07	82,603.89
				2	41.33	330.61	3,306.10	85,958.70
				3	43.43	347.48	3,474.78	90,344.18
				4	45.65	365.16	3,651.64	94,942.72
				5	47.97	383.75	3,837.49	99,774.86
11/11/2023	NCEA	PW29	STORMWATER PROGRAM COORDINATOR	1	49.87	398.96	3,989.61	103,729.91
				2	51.90	415.17	4,151.70	107,944.22
				3	54.54	436.35	4,363.48	113,450.46
				4	57.33	458.61	4,586.06	119,237.58
				5	60.25	482.00	4,820.00	125,319.89
11/11/2023	NCEA	UT58	SCALE HOUSE SUPERVISOR	1	35.49	283.92	2,839.19	73,818.98
				2	36.93	295.46	2,954.59	76,819.27
				3	38.81	310.49	3,104.85	80,726.09
				4	40.80	326.37	3,263.71	84,856.54
				5	42.87	342.95	3,429.49	89,166.65

EXHIBIT A

City of Napa Salary Table Full-Time
City Unrepresented Non-Management Staff (NCEX)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
06/24/2023	NCEX	CA06	LEGAL ASSISTANT	1	37.86	302.85	3,028.46	78,740.06
				2	39.39	315.14	3,151.43	81,937.23
				3	41.40	331.22	3,312.19	86,116.85
				4	43.51	348.11	3,481.14	90,509.67
				5	45.73	365.87	3,658.71	95,126.58
06/24/2023	NCEX	CM01	SECRETARY TO THE CITY MANAGER	1	39.63	317.07	3,170.71	82,438.42
				2	41.25	329.97	3,299.66	85,791.07
				3	43.36	346.84	3,468.41	90,178.71
				4	45.57	364.54	3,645.40	94,780.50
				5	47.89	383.13	3,831.26	99,612.64

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
06/24/2023	NCFA	FD01	FIREFIGHTER	1	34.46	1,090.66	3,859.25	100,340.54
				2	36.15	1,144.08	4,048.30	105,255.70
				3	37.71	1,193.73	4,223.95	109,822.72
				4	39.52	1,250.88	4,426.19	115,080.87
				5	41.34	1,308.37	4,629.61	120,369.92
				6	43.37	1,372.89	4,857.92	126,305.81
06/24/2023	NCFA	FD02	FIRE CAPTAIN	1	41.68	1,319.14	4,667.72	121,360.78
				2	43.69	1,382.79	4,892.94	127,216.33
				3	45.61	1,443.67	5,108.36	132,817.47
				4	47.82	1,513.50	5,355.45	139,241.58
				5	49.98	1,581.90	5,597.50	145,534.88
				6	52.39	1,658.33	5,867.95	152,566.69
06/24/2023	NCFA	FD03	FIREFIGHTER/PARAMEDIC	1	37.88	1,199.00	4,242.65	110,308.88
				2	39.72	1,257.36	4,449.12	115,677.24
				3	41.47	1,312.81	4,645.34	120,778.83
				4	43.47	1,375.95	4,868.77	126,588.03
				5	45.45	1,438.59	5,090.42	132,350.88
				6	47.63	1,507.68	5,334.89	138,707.01

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
12/23/2023	NCFO	FD12	DEPUTY FIRE CHIEF	1	89.81	718.46	7,184.60	186,799.52
				2	93.45	747.63	7,476.29	194,383.60
				3	98.22	785.77	7,857.66	204,299.27
				4	103.23	825.85	8,258.45	214,719.80
				5	108.50	867.97	8,679.73	225,673.06
12/23/2023	NCFO	FD05	FIRE BATTALION CHIEF	1	55.78	1,765.59	6,247.48	162,434.36
				2	58.05	1,837.27	6,501.11	169,028.83
				3	61.01	1,931.02	6,832.84	177,653.92
				4	64.12	2,029.51	7,181.34	186,714.76
				5	67.39	2,133.02	7,547.62	196,238.13

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
06/24/2023	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
				6	66.66	533.28	5,332.79	138,652.61
06/24/2023	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
				6	81.92	655.36	6,553.60	170,393.58

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
06/24/2023	PMU	PD04	POLICE LIEUTENANT	1	80.36	642.85	6,428.52	167,141.53
				2	83.57	668.57	6,685.66	173,827.19
				3	87.75	701.99	7,019.94	182,518.55
				4	92.14	737.09	7,370.94	191,644.48
				5	96.74	773.95	7,739.49	201,226.70
				6	101.58	812.65	8,126.46	211,288.04
06/24/2023	PMU	PD05	POLICE CAPTAIN	1	92.41	739.28	7,392.80	192,212.76
				2	96.11	768.85	7,688.51	199,901.27
				3	100.91	807.29	8,072.94	209,896.34
				4	105.96	847.66	8,476.58	220,391.15
				5	111.26	890.04	8,900.41	231,410.71
				6	116.82	934.54	9,345.43	242,981.25

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

Effective Date	Group/BU	Job Class	Description	Minimum Pay Rate	Maximum Pay Rate
12/23/2023	EXEC	CA04	CITY ATTORNEY	223,448.20	268,137.84
12/23/2023	EXEC	CC04	CITY CLERK	136,608.90	163,930.68
12/23/2023	EXEC	CD24	COMMUNITY DEVELOPMENT DIRECTOR	195,494.00	234,592.80
12/23/2023	EXEC	CM04	CITY MANAGER	238,640.70	286,368.84
12/23/2023	EXEC	CM06	ASSISTANT CITY MANAGER	205,268.70	246,322.44
12/23/2023	EXEC	FD10	FIRE CHIEF	227,290.10	272,748.12
12/23/2023	EXEC	FN13	FINANCE DIRECTOR	183,566.60	220,279.92
12/23/2023	EXEC	HR04	HUMAN RESOURCES DIRECTOR	183,566.60	220,279.92
12/23/2023	EXEC	PD20	POLICE CHIEF	227,290.10	272,748.12
12/23/2023	EXEC	PR12	PARKS AND RECREATION DIRECTOR	195,494.00	234,592.80
12/23/2023	EXEC	PW26	PUBLIC WORKS DIRECTOR	195,494.00	234,592.80
12/23/2023	EXEC	UT31	UTILITIES DIRECTOR	195,494.00	234,592.80