

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

EXHIBIT A

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

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

EXHIBIT A

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

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

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

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

EXHIBIT A

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

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

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

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

EXHIBIT A

| EFFECTIVE DATE | GROUP/BU | PAYBAND | DESCRIPTION | STEP | HOURLY RATE | DAILY RATE | PAY PERIOD | ANNUAL SALARY |
|----------------|----------|---------|--|------|-------------|------------|------------|---------------|
| 12/25/2021 | AMPR | PW23 | MAINTENANCE SUPERINTENDENT | 1 | 50.97 | 407.75 | 4,077.45 | 106,013.78 |
| | | | | 2 | 53.04 | 424.28 | 4,242.85 | 110,314.03 |
| | | | | 3 | 55.74 | 445.93 | 4,459.31 | 115,941.95 |
| | | | | 4 | 58.58 | 468.65 | 4,686.50 | 121,849.00 |
| | | | | 5 | 61.57 | 492.57 | 4,925.74 | 128,069.17 |
| 12/25/2021 | AMPR | PW24 | CONSTRUCTION MANAGER | 1 | 56.03 | 448.21 | 4,482.08 | 116,534.20 |
| | | | | 2 | 58.30 | 466.43 | 4,664.28 | 121,271.17 |
| | | | | 3 | 61.28 | 490.23 | 4,902.29 | 127,459.41 |
| | | | | 4 | 64.40 | 515.23 | 5,152.26 | 133,958.71 |
| | | | | 5 | 67.69 | 541.54 | 5,415.42 | 140,801.00 |
| 12/25/2021 | AMPR | PW25 | CONSTRUCTION MANAGER - PROFESSIONAL ENGINEER | 1 | 57.16 | 457.26 | 4,572.61 | 118,887.75 |
| | | | | 2 | 59.48 | 475.85 | 4,758.48 | 123,720.51 |
| | | | | 3 | 62.51 | 500.12 | 5,001.17 | 130,030.29 |
| | | | | 4 | 65.70 | 525.59 | 5,255.93 | 136,654.22 |
| | | | | 5 | 69.05 | 552.39 | 5,523.89 | 143,621.14 |
| 12/25/2021 | AMPR | UT22 | WATER DISTRIBUTION SUPERINTENDENT | 1 | 56.80 | 454.38 | 4,543.85 | 118,139.97 |
| | | | | 2 | 59.10 | 472.79 | 4,727.90 | 122,925.35 |
| | | | | 3 | 62.11 | 496.89 | 4,968.88 | 129,190.84 |
| | | | | 4 | 65.28 | 522.24 | 5,222.42 | 135,782.84 |
| | | | | 5 | 68.61 | 548.91 | 5,489.15 | 142,717.83 |
| 12/25/2021 | AMPR | UT23 | MATERIALS DIVERSION ADMINISTRATOR | 1 | 53.52 | 428.18 | 4,281.79 | 111,326.52 |
| | | | | 2 | 55.70 | 445.57 | 4,455.74 | 115,849.25 |
| | | | | 3 | 58.54 | 468.29 | 4,682.86 | 121,754.24 |
| | | | | 4 | 61.52 | 492.15 | 4,921.46 | 127,957.93 |
| | | | | 5 | 64.66 | 517.27 | 5,172.70 | 134,490.19 |
| 12/25/2021 | AMPR | UT24 | MATERIALS DIVERSION ANALYST | 1 | 45.63 | 365.06 | 3,650.64 | 94,916.56 |
| | | | | 2 | 47.49 | 379.94 | 3,799.35 | 98,783.18 |
| | | | | 3 | 49.91 | 399.29 | 3,992.91 | 103,815.76 |
| | | | | 4 | 52.46 | 419.67 | 4,196.74 | 109,115.11 |
| | | | | 5 | 55.13 | 441.08 | 4,410.78 | 114,680.20 |
| 12/25/2021 | AMPR | UT25 | WATER QUALITY SUPERVISOR | 1 | 48.55 | 388.38 | 3,883.81 | 100,979.14 |
| | | | | 2 | 50.52 | 404.15 | 4,041.48 | 105,078.54 |
| | | | | 3 | 53.09 | 424.71 | 4,247.13 | 110,425.27 |
| | | | | 4 | 55.80 | 446.40 | 4,464.02 | 116,064.52 |
| | | | | 5 | 58.64 | 469.13 | 4,691.29 | 121,973.63 |
| 12/25/2021 | AMPR | UT26 | WATER QUALITY MANAGER | 1 | 59.70 | 477.64 | 4,776.39 | 124,186.07 |
| | | | | 2 | 62.13 | 497.01 | 4,970.07 | 129,221.74 |
| | | | | 3 | 65.30 | 522.36 | 5,223.65 | 135,814.77 |
| | | | | 4 | 68.63 | 549.03 | 5,490.34 | 142,748.73 |
| | | | | 5 | 72.13 | 577.03 | 5,770.30 | 150,027.74 |
| 12/25/2021 | AMPR | UT27 | WATER TREATMENT MANAGER | 1 | 56.03 | 448.21 | 4,482.12 | 116,535.23 |
| | | | | 2 | 58.30 | 466.43 | 4,664.28 | 121,271.17 |
| | | | | 3 | 61.28 | 490.23 | 4,902.29 | 127,459.41 |
| | | | | 4 | 64.40 | 515.23 | 5,152.26 | 133,958.71 |
| | | | | 5 | 67.69 | 541.54 | 5,415.42 | 140,801.00 |
| 12/25/2021 | AMPR | UT28 | CONTROL SYSTEMS ADMINISTRATOR | 1 | 50.25 | 401.98 | 4,019.81 | 104,515.13 |
| | | | | 2 | 52.29 | 418.29 | 4,182.95 | 108,756.67 |
| | | | | 3 | 54.95 | 439.64 | 4,396.36 | 114,305.28 |
| | | | | 4 | 57.76 | 462.05 | 4,620.50 | 120,133.02 |
| | | | | 5 | 60.70 | 485.61 | 4,856.09 | 126,258.43 |

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

EXHIBIT A

| EFFECTIVE DATE | GROUP/BU | PAYBAND | DESCRIPTION | STEP | HOURLY RATE | DAILY RATE | PAY PERIOD | ANNUAL SALARY |
|----------------|----------|---------|---------------------------|------|-------------|------------|------------|---------------|
| 12/25/2021 | AMPR | UT29 | CONTROL SYSTEMS ANALYST | 1 | 46.02 | 368.12 | 3,681.22 | 95,711.72 |
| | | | | 2 | 47.88 | 383.05 | 3,830.45 | 99,591.73 |
| | | | | 3 | 50.33 | 402.65 | 4,026.47 | 104,688.17 |
| | | | | 4 | 52.90 | 423.21 | 4,232.11 | 110,034.90 |
| | | | | 5 | 55.60 | 444.79 | 4,447.86 | 115,644.28 |
| 12/25/2021 | AMPR | UT30 | DEPUTY UTILITIES DIRECTOR | 1 | 75.57 | 604.57 | 6,045.70 | 157,188.30 |
| | | | | 2 | 78.64 | 629.12 | 6,291.20 | 163,571.21 |
| | | | | 3 | 82.65 | 661.21 | 6,612.09 | 171,914.21 |
| | | | | 4 | 86.87 | 694.94 | 6,949.37 | 180,683.63 |
| | | | | 5 | 91.30 | 730.39 | 7,303.89 | 189,901.10 |
| 12/25/2021 | AMPR | UT32 | WATER RESOURCES ANALYST | 1 | 45.63 | 365.06 | 3,650.64 | 94,916.56 |
| | | | | 2 | 47.49 | 379.94 | 3,799.35 | 98,783.18 |
| | | | | 3 | 49.91 | 399.29 | 3,992.91 | 103,815.76 |
| | | | | 4 | 52.46 | 419.67 | 4,196.74 | 109,115.11 |
| | | | | 5 | 55.13 | 441.08 | 4,410.78 | 114,680.20 |

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

EXHIBIT A

| EFFECTIVE DATE | GROUP/BU | PAYBAND | DESCRIPTION | STEP | HOURLY RATE | DAILY RATE | PAY PERIOD | ANNUAL SALARY |
|----------------|----------|---------|---------------------------------------|------|-------------|------------|------------|---------------|
| 12/25/2021 | AMPX | CA01 | DEPUTY CITY ATTORNEY | 1 | 72.29 | 578.35 | 5,783.45 | 150,369.70 |
| | | | | 2 | 75.22 | 601.73 | 6,017.34 | 156,450.82 |
| | | | | 3 | 79.04 | 632.29 | 6,322.93 | 164,396.24 |
| | | | | 4 | 83.08 | 664.61 | 6,646.11 | 172,798.98 |
| | | | | 5 | 87.31 | 698.48 | 6,984.79 | 181,604.45 |
| 12/25/2021 | AMPX | CA03 | ASSISTANT CITY ATTORNEY | 1 | 78.96 | 631.64 | 6,316.40 | 164,226.29 |
| | | | | 2 | 82.15 | 657.24 | 6,572.39 | 170,882.15 |
| | | | | 3 | 86.35 | 690.80 | 6,908.01 | 179,608.31 |
| | | | | 4 | 90.76 | 726.06 | 7,260.59 | 188,775.31 |
| | | | | 5 | 95.39 | 763.10 | 7,630.99 | 198,405.81 |
| 12/25/2021 | AMPX | CA05 | LEGAL ANALYST | 1 | 45.63 | 365.06 | 3,650.64 | 94,916.56 |
| | | | | 2 | 47.49 | 379.94 | 3,799.35 | 98,783.18 |
| | | | | 3 | 49.91 | 399.29 | 3,992.91 | 103,815.76 |
| | | | | 4 | 52.46 | 419.67 | 4,196.74 | 109,115.11 |
| | | | | 5 | 55.13 | 441.08 | 4,410.78 | 114,680.20 |
| 12/25/2021 | AMPX | CM02 | COMMUNITY RELATIONS AND MEDIA MANAGER | 1 | 53.52 | 428.18 | 4,281.79 | 111,326.52 |
| | | | | 2 | 55.70 | 445.57 | 4,455.70 | 115,848.22 |
| | | | | 3 | 58.54 | 468.29 | 4,682.86 | 121,754.24 |
| | | | | 4 | 61.52 | 492.15 | 4,921.46 | 127,957.93 |
| | | | | 5 | 64.66 | 517.27 | 5,172.70 | 134,490.19 |
| 12/25/2021 | AMPX | CM03 | DEPUTY CITY MANAGER | 1 | 66.44 | 531.52 | 5,315.20 | 138,195.10 |
| | | | | 2 | 69.14 | 553.10 | 5,530.98 | 143,805.51 |
| | | | | 3 | 72.66 | 581.31 | 5,813.08 | 151,140.14 |
| | | | | 4 | 76.37 | 610.96 | 6,109.60 | 158,849.69 |
| | | | | 5 | 80.27 | 642.13 | 6,421.26 | 166,952.70 |
| 12/25/2021 | AMPX | CM05 | ASSISTANT TO THE CITY MANAGER | 1 | 53.52 | 428.18 | 4,281.79 | 111,326.52 |
| | | | | 2 | 55.70 | 445.57 | 4,455.70 | 115,848.22 |
| | | | | 3 | 58.54 | 468.29 | 4,682.86 | 121,754.24 |
| | | | | 4 | 61.52 | 492.15 | 4,921.46 | 127,957.93 |
| | | | | 5 | 64.66 | 517.27 | 5,172.70 | 134,490.19 |

| EFFECTIVE DATE | GROUP/BU | PAYBAND | DESCRIPTION | STEP | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|----------------|----------|---------|-----------------------------------|------|-------------|------------|---------------|---------------|
| 10/16/2021 | NCEA | CC01 | IMAGING CLERK | 1 | 26.85 | 214.80 | 2,148.04 | 55,849.00 |
| | | | | 2 | 27.94 | 223.49 | 2,234.88 | 58,107.00 |
| | | | | 3 | 29.36 | 234.89 | 2,348.92 | 61,072.00 |
| | | | | 4 | 30.86 | 246.88 | 2,468.77 | 64,188.00 |
| | | | | 5 | 32.44 | 259.52 | 2,595.15 | 67,474.00 |
| 10/16/2021 | NCEA | CD01 | BUILDING INSPECTOR I | 1 | 35.92 | 287.39 | 2,873.88 | 74,721.00 |
| | | | | 2 | 37.39 | 299.08 | 2,990.81 | 77,761.00 |
| | | | | 3 | 39.30 | 314.38 | 3,143.85 | 81,740.00 |
| | | | | 4 | 41.30 | 330.39 | 3,303.88 | 85,901.00 |
| | | | | 5 | 43.41 | 347.27 | 3,472.73 | 90,291.00 |
| 10/16/2021 | NCEA | CD02 | BUILDING INSPECTOR II | 1 | 41.92 | 335.35 | 3,353.50 | 87,191.00 |
| | | | | 2 | 43.62 | 348.99 | 3,489.88 | 90,737.00 |
| | | | | 3 | 45.85 | 366.77 | 3,667.69 | 95,360.00 |
| | | | | 4 | 48.19 | 385.49 | 3,854.88 | 100,227.00 |
| | | | | 5 | 50.64 | 405.15 | 4,051.50 | 105,339.00 |
| 10/16/2021 | NCEA | CD03 | SENIOR BUILDING INSPECTOR | 1 | 46.11 | 368.90 | 3,688.96 | 95,913.00 |
| | | | | 2 | 47.98 | 383.83 | 3,838.35 | 99,797.00 |
| | | | | 3 | 50.43 | 403.45 | 4,034.46 | 104,896.00 |
| | | | | 4 | 53.00 | 424.00 | 4,240.04 | 110,241.00 |
| | | | | 5 | 55.71 | 445.68 | 4,456.77 | 115,876.00 |
| 10/16/2021 | NCEA | CD04 | HOUSING SPECIALIST | 1 | 30.69 | 245.52 | 2,455.15 | 63,834.00 |
| | | | | 2 | 31.94 | 255.50 | 2,554.96 | 66,429.00 |
| | | | | 3 | 33.57 | 268.55 | 2,685.54 | 69,824.00 |
| | | | | 4 | 35.27 | 282.20 | 2,821.96 | 73,371.00 |
| | | | | 5 | 37.08 | 296.60 | 2,966.00 | 77,116.00 |
| 10/16/2021 | NCEA | CD05 | PLANNING AIDE | 1 | 31.91 | 255.30 | 2,553.00 | 66,378.00 |
| | | | | 2 | 33.20 | 265.62 | 2,656.15 | 69,060.00 |
| | | | | 3 | 34.90 | 279.22 | 2,792.15 | 72,596.00 |
| | | | | 4 | 36.68 | 293.43 | 2,934.31 | 76,292.00 |
| | | | | 5 | 38.55 | 308.37 | 3,083.73 | 80,177.00 |
| 10/16/2021 | NCEA | CD06 | HOUSING REHABILITATION SPECIALIST | 1 | 38.85 | 310.78 | 3,107.85 | 80,804.00 |
| | | | | 2 | 40.43 | 323.42 | 3,234.15 | 84,088.00 |
| | | | | 3 | 42.49 | 339.90 | 3,398.96 | 88,373.00 |
| | | | | 4 | 44.66 | 357.26 | 3,572.62 | 92,888.00 |
| | | | | 5 | 46.93 | 375.45 | 3,754.54 | 97,618.00 |
| 10/16/2021 | NCEA | CD07 | ASSISTANT PLANNER | 1 | 39.30 | 314.38 | 3,143.85 | 81,740.00 |
| | | | | 2 | 40.89 | 327.13 | 3,271.35 | 85,055.00 |
| | | | | 3 | 42.98 | 343.84 | 3,438.42 | 89,399.00 |
| | | | | 4 | 45.17 | 361.39 | 3,613.92 | 93,962.00 |
| | | | | 5 | 47.48 | 379.82 | 3,798.23 | 98,754.00 |
| 10/16/2021 | NCEA | CD08 | PLAN EXAMINER | 1 | 46.11 | 368.90 | 3,688.96 | 95,913.00 |
| | | | | 2 | 47.98 | 383.83 | 3,838.35 | 99,797.00 |
| | | | | 3 | 50.43 | 403.45 | 4,034.46 | 104,896.00 |
| | | | | 4 | 53.00 | 424.00 | 4,240.04 | 110,241.00 |
| | | | | 5 | 55.71 | 445.68 | 4,456.77 | 115,876.00 |
| 10/16/2021 | NCEA | CD09 | PERMIT TECHNICIAN | 1 | 33.79 | 270.35 | 2,703.54 | 70,292.00 |
| | | | | 2 | 35.17 | 281.34 | 2,813.42 | 73,149.00 |
| | | | | 3 | 36.97 | 295.72 | 2,957.23 | 76,888.00 |
| | | | | 4 | 38.85 | 310.84 | 3,108.38 | 80,818.00 |
| | | | | 5 | 40.85 | 326.79 | 3,267.88 | 84,965.00 |

| 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 | 37.06 | 296.49 | 2,964.88 | 77,087.00 |
| | | | | 2 | 38.57 | 308.53 | 3,085.27 | 80,217.00 |
| | | | | 3 | 40.53 | 324.25 | 3,242.54 | 84,306.00 |
| | | | | 4 | 42.60 | 340.78 | 3,407.81 | 88,603.00 |
| | | | | 5 | 44.77 | 358.14 | 3,581.42 | 93,117.00 |
| 10/16/2021 | NCEA | FD07 | FIRE PREVENTION INSPECTOR II | 1 | 40.77 | 326.14 | 3,261.38 | 84,796.00 |
| | | | | 2 | 42.42 | 339.37 | 3,393.69 | 88,236.00 |
| | | | | 3 | 44.58 | 356.67 | 3,566.69 | 92,734.00 |
| | | | | 4 | 46.86 | 374.85 | 3,748.54 | 97,462.00 |
| | | | | 5 | 49.24 | 393.93 | 3,939.27 | 102,421.00 |
| 10/16/2021 | NCEA | FD08 | FIRE PREVENTION INSPECTOR III | 1 | 44.83 | 358.68 | 3,586.77 | 93,256.00 |
| | | | | 2 | 46.66 | 373.27 | 3,732.69 | 97,050.00 |
| | | | | 3 | 49.03 | 392.28 | 3,922.77 | 101,992.00 |
| | | | | 4 | 51.53 | 412.25 | 4,122.46 | 107,184.00 |
| | | | | 5 | 54.17 | 433.33 | 4,333.31 | 112,666.00 |
| 10/16/2021 | NCEA | FN01 | ACCOUNT CLERK I | 1 | 25.60 | 204.77 | 2,047.69 | 53,240.00 |
| | | | | 2 | 26.64 | 213.09 | 2,130.92 | 55,404.00 |
| | | | | 3 | 27.99 | 223.96 | 2,239.58 | 58,229.00 |
| | | | | 4 | 29.42 | 235.35 | 2,353.54 | 61,192.00 |
| | | | | 5 | 30.92 | 247.35 | 2,473.46 | 64,310.00 |
| 10/16/2021 | NCEA | FN02 | ACCOUNT CLERK II | 1 | 27.65 | 221.17 | 2,211.73 | 57,505.00 |
| | | | | 2 | 28.77 | 230.15 | 2,301.54 | 59,840.00 |
| | | | | 3 | 30.24 | 241.91 | 2,419.12 | 62,897.00 |
| | | | | 4 | 31.78 | 254.24 | 2,542.38 | 66,102.00 |
| | | | | 5 | 33.40 | 267.20 | 2,671.96 | 69,471.00 |
| 10/16/2021 | NCEA | FN03 | ACCOUNTING TECHNICIAN ENTRY | 1 | 29.83 | 238.66 | 2,386.58 | 62,051.00 |
| | | | | 2 | 31.04 | 248.36 | 2,483.58 | 64,573.00 |
| | | | | 3 | 32.62 | 260.99 | 2,609.88 | 67,857.00 |
| | | | | 4 | 34.29 | 274.34 | 2,743.42 | 71,329.00 |
| | | | | 5 | 36.03 | 288.28 | 2,882.77 | 74,952.00 |
| 10/16/2021 | NCEA | FN04 | ACCOUNTING TECHNICIAN | 1 | 32.81 | 262.47 | 2,624.69 | 68,242.00 |
| | | | | 2 | 34.14 | 273.10 | 2,731.00 | 71,006.00 |
| | | | | 3 | 35.88 | 287.04 | 2,870.38 | 74,630.00 |
| | | | | 4 | 37.72 | 301.74 | 3,017.38 | 78,452.00 |
| | | | | 5 | 39.65 | 317.17 | 3,171.65 | 82,463.00 |
| 10/16/2021 | NCEA | FN05 | PAYROLL SPECIALIST | 1 | 34.86 | 278.91 | 2,789.08 | 72,516.00 |
| | | | | 2 | 36.28 | 290.23 | 2,902.31 | 75,460.00 |
| | | | | 3 | 38.13 | 305.03 | 3,050.31 | 79,308.00 |
| | | | | 4 | 40.07 | 320.59 | 3,205.92 | 83,354.00 |
| | | | | 5 | 42.12 | 336.95 | 3,369.50 | 87,607.00 |
| 10/16/2021 | NCEA | G001 | ENGINEERING AIDE | 1 | 33.00 | 264.00 | 2,639.96 | 68,639.00 |
| | | | | 2 | 34.34 | 274.75 | 2,747.54 | 71,436.00 |
| | | | | 3 | 36.09 | 288.75 | 2,887.46 | 75,074.00 |
| | | | | 4 | 37.93 | 303.45 | 3,034.54 | 78,898.00 |
| | | | | 5 | 39.86 | 318.87 | 3,188.69 | 82,906.00 |
| 10/16/2021 | NCEA | G002 | SENIOR ENGINEERING AIDE | 1 | 36.14 | 289.16 | 2,891.58 | 75,181.00 |
| | | | | 2 | 37.61 | 300.85 | 3,008.50 | 78,221.00 |
| | | | | 3 | 39.52 | 316.15 | 3,161.50 | 82,199.00 |
| | | | | 4 | 41.54 | 332.34 | 3,323.42 | 86,409.00 |
| | | | | 5 | 43.66 | 349.28 | 3,492.81 | 90,813.00 |

| EFFECTIVE DATE | GROUP/BU | PAYBAND | DESCRIPTION | STEP | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|----------------|----------|---------|-------------------------------|------|-------------|------------|---------------|---------------|
| 10/16/2021 | NCEA | G003 | HEAVY EQUIPMENT OPERATOR | 1 | 33.87 | 270.97 | 2,709.69 | 70,452.00 |
| | | | | 2 | 35.24 | 281.95 | 2,819.54 | 73,308.00 |
| | | | | 3 | 37.05 | 296.37 | 2,963.69 | 77,056.00 |
| | | | | 4 | 38.94 | 311.48 | 3,114.85 | 80,986.00 |
| | | | | 5 | 40.92 | 327.37 | 3,273.73 | 85,117.00 |
| 10/16/2021 | NCEA | G004 | ENGINEERING ASSISTANT | 1 | 43.47 | 347.74 | 3,477.42 | 90,413.00 |
| | | | | 2 | 45.23 | 361.86 | 3,618.62 | 94,084.00 |
| | | | | 3 | 47.54 | 380.35 | 3,803.54 | 98,892.00 |
| | | | | 4 | 49.97 | 399.72 | 3,997.23 | 103,928.00 |
| | | | | 5 | 52.51 | 420.10 | 4,200.96 | 109,225.00 |
| 10/16/2021 | NCEA | G005 | CODE ENFORCEMENT OFFICER | 1 | 37.93 | 303.45 | 3,034.54 | 78,898.00 |
| | | | | 2 | 39.47 | 315.74 | 3,157.38 | 82,092.00 |
| | | | | 3 | 41.48 | 331.86 | 3,318.62 | 86,284.00 |
| | | | | 4 | 43.59 | 348.76 | 3,487.58 | 90,677.00 |
| | | | | 5 | 45.82 | 366.53 | 3,665.31 | 95,298.00 |
| 10/16/2021 | NCEA | G006 | PARKING ENFORCEMENT OFFICER | 1 | 28.03 | 224.27 | 2,242.73 | 58,311.00 |
| | | | | 2 | 29.17 | 233.38 | 2,333.85 | 60,680.00 |
| | | | | 3 | 30.66 | 245.30 | 2,453.04 | 63,779.00 |
| | | | | 4 | 32.23 | 257.84 | 2,578.42 | 67,039.00 |
| | | | | 5 | 33.87 | 270.98 | 2,709.77 | 70,454.00 |
| 10/16/2021 | NCEA | G007 | COMMUNITY SERVICES OFFICER I | 1 | 28.03 | 224.27 | 2,242.73 | 58,311.00 |
| | | | | 2 | 29.17 | 233.39 | 2,333.88 | 60,681.00 |
| | | | | 3 | 30.66 | 245.30 | 2,453.04 | 63,779.00 |
| | | | | 4 | 32.23 | 257.84 | 2,578.42 | 67,039.00 |
| | | | | 5 | 33.87 | 270.98 | 2,709.77 | 70,454.00 |
| 10/16/2021 | NCEA | G015 | COMMUNITY SERVICES OFFICER II | 1 | 30.68 | 245.43 | 2,454.35 | 63,813.00 |
| | | | | 2 | 31.93 | 255.42 | 2,554.15 | 66,408.00 |
| | | | | 3 | 33.56 | 268.45 | 2,684.46 | 69,796.00 |
| | | | | 4 | 35.27 | 282.15 | 2,821.54 | 73,360.00 |
| | | | | 5 | 37.06 | 296.47 | 2,964.73 | 77,083.00 |
| 10/16/2021 | NCEA | G008 | CODE ENFORCEMENT ASSISTANT | 1 | 29.23 | 233.82 | 2,338.23 | 60,794.00 |
| | | | | 2 | 30.42 | 243.33 | 2,433.31 | 63,266.00 |
| | | | | 3 | 31.97 | 255.74 | 2,557.42 | 66,493.00 |
| | | | | 4 | 33.60 | 268.78 | 2,687.85 | 69,884.00 |
| | | | | 5 | 35.31 | 282.48 | 2,824.81 | 73,445.00 |
| 10/16/2021 | NCEA | G009 | OFFICE ASSISTANT I | 1 | 23.24 | 185.92 | 1,859.19 | 48,339.00 |
| | | | | 2 | 24.18 | 193.42 | 1,934.23 | 50,290.00 |
| | | | | 3 | 25.41 | 203.29 | 2,032.88 | 52,855.00 |
| | | | | 4 | 26.70 | 213.62 | 2,136.23 | 55,542.00 |
| | | | | 5 | 28.07 | 224.55 | 2,245.46 | 58,382.00 |
| 10/16/2021 | NCEA | G010 | OFFICE ASSISTANT II | 1 | 25.59 | 204.71 | 2,047.08 | 53,224.00 |
| | | | | 2 | 26.63 | 213.03 | 2,130.35 | 55,389.00 |
| | | | | 3 | 27.99 | 223.91 | 2,239.08 | 58,216.00 |
| | | | | 4 | 29.41 | 235.30 | 2,353.00 | 61,178.00 |
| | | | | 5 | 30.91 | 247.29 | 2,472.92 | 64,296.00 |
| 10/16/2021 | NCEA | G011 | SECRETARY | 1 | 31.06 | 248.47 | 2,484.69 | 64,602.00 |
| | | | | 2 | 32.31 | 258.52 | 2,585.15 | 67,214.00 |
| | | | | 3 | 33.97 | 271.74 | 2,717.42 | 70,653.00 |
| | | | | 4 | 35.69 | 285.55 | 2,855.54 | 74,244.00 |
| | | | | 5 | 37.51 | 300.09 | 3,000.88 | 78,023.00 |

| EFFECTIVE DATE | GROUP/BU | PAYBAND | DESCRIPTION | STEP | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|----------------|----------|---------|-----------------------------------|------|-------------|------------|---------------|---------------|
| 10/16/2021 | NCEA | G012 | SENIOR OFFICE ASSISTANT | 1 | 31.06 | 248.47 | 2,484.69 | 64,602.00 |
| | | | | 2 | 32.31 | 258.52 | 2,585.15 | 67,214.00 |
| | | | | 3 | 33.97 | 271.74 | 2,717.42 | 70,653.00 |
| | | | | 4 | 35.69 | 285.55 | 2,855.54 | 74,244.00 |
| | | | | 5 | 37.51 | 300.09 | 3,000.88 | 78,023.00 |
| 10/16/2021 | NCEA | G013 | ADMINISTRATIVE SECRETARY | 1 | 35.01 | 280.12 | 2,801.15 | 72,830.00 |
| | | | | 2 | 36.43 | 291.47 | 2,914.65 | 75,781.00 |
| | | | | 3 | 38.29 | 306.29 | 3,062.88 | 79,635.00 |
| | | | | 4 | 40.24 | 321.89 | 3,218.88 | 83,691.00 |
| | | | | 5 | 42.29 | 338.30 | 3,383.00 | 87,958.00 |
| 10/16/2021 | NCEA | G014 | BUYER | 1 | 29.65 | 237.23 | 2,372.35 | 61,681.00 |
| | | | | 2 | 30.85 | 246.83 | 2,468.35 | 64,177.00 |
| | | | | 3 | 32.42 | 259.39 | 2,593.88 | 67,441.00 |
| | | | | 4 | 34.08 | 272.63 | 2,726.31 | 70,884.00 |
| | | | | 5 | 35.81 | 286.50 | 2,865.00 | 74,490.00 |
| 10/16/2021 | NCEA | G016 | MAINTENANCE LABORER | 1 | 21.15 | 169.17 | 1,691.69 | 43,984.00 |
| | | | | 2 | 22.00 | 176.03 | 1,760.35 | 45,769.00 |
| | | | | 3 | 23.13 | 185.02 | 1,850.23 | 48,106.00 |
| | | | | 4 | 24.31 | 194.46 | 1,944.58 | 50,559.00 |
| | | | | 5 | 25.55 | 204.39 | 2,043.92 | 53,142.00 |
| 10/16/2021 | NCEA | G017 | SUPERVISING ENGINEERING ASSISTANT | 1 | 46.11 | 368.90 | 3,688.96 | 95,913.00 |
| | | | | 2 | 47.98 | 383.83 | 3,838.35 | 99,797.00 |
| | | | | 3 | 50.43 | 403.45 | 4,034.46 | 104,896.00 |
| | | | | 4 | 53.00 | 424.00 | 4,240.04 | 110,241.00 |
| | | | | 5 | 55.71 | 445.68 | 4,456.77 | 115,876.00 |
| 10/16/2021 | NCEA | HR01 | HUMAN RESOURCES COORDINATOR | 1 | 33.79 | 270.32 | 2,703.15 | 70,282.00 |
| | | | | 2 | 35.16 | 281.31 | 2,813.12 | 73,141.00 |
| | | | | 3 | 36.95 | 295.63 | 2,956.31 | 76,864.00 |
| | | | | 4 | 38.84 | 310.68 | 3,106.85 | 80,778.00 |
| | | | | 5 | 40.82 | 326.56 | 3,265.58 | 84,905.00 |
| 10/16/2021 | NCEA | IT01 | TELECOMMUNICATIONS TECHNICIAN | 1 | 40.02 | 320.20 | 3,201.96 | 83,251.00 |
| | | | | 2 | 41.65 | 333.16 | 3,331.62 | 86,622.00 |
| | | | | 3 | 43.77 | 350.20 | 3,501.96 | 91,051.00 |
| | | | | 4 | 46.01 | 368.05 | 3,680.46 | 95,692.00 |
| | | | | 5 | 48.35 | 386.82 | 3,868.19 | 100,573.00 |
| 10/16/2021 | NCEA | IT02 | TELECOMMUNICATIONS SPECIALIST | 1 | 44.09 | 352.71 | 3,527.12 | 91,705.00 |
| | | | | 2 | 45.88 | 367.02 | 3,670.15 | 95,424.00 |
| | | | | 3 | 48.22 | 385.74 | 3,857.38 | 100,292.00 |
| | | | | 4 | 50.68 | 405.42 | 4,054.15 | 105,408.00 |
| | | | | 5 | 53.26 | 426.11 | 4,261.12 | 110,789.00 |
| 10/16/2021 | NCEA | PD06 | POLICE FORENSIC SPECIALIST | 1 | 35.44 | 283.50 | 2,834.96 | 73,709.00 |
| | | | | 2 | 36.87 | 294.95 | 2,949.50 | 76,687.00 |
| | | | | 3 | 38.74 | 309.95 | 3,099.54 | 80,588.00 |
| | | | | 4 | 40.72 | 325.78 | 3,257.77 | 84,702.00 |
| | | | | 5 | 42.80 | 342.38 | 3,423.77 | 89,018.00 |
| 10/16/2021 | NCEA | PD07 | PUBLIC SAFETY DISPATCHER I | 1 | 34.85 | 278.81 | 2,788.08 | 72,490.00 |
| | | | | 2 | 36.27 | 290.14 | 2,901.38 | 75,436.00 |
| | | | | 3 | 38.11 | 304.91 | 3,049.12 | 79,277.00 |
| | | | | 4 | 40.06 | 320.45 | 3,204.50 | 83,317.00 |
| | | | | 5 | 42.09 | 336.75 | 3,367.50 | 87,555.00 |

| 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 | 38.01 | 304.08 | 3,040.81 | 79,061.00 |
| | | | | 2 | 39.55 | 316.43 | 3,164.31 | 82,272.00 |
| | | | | 3 | 41.58 | 332.62 | 3,326.15 | 86,480.00 |
| | | | | 4 | 43.69 | 349.54 | 3,495.42 | 90,881.00 |
| | | | | 5 | 45.92 | 367.38 | 3,673.81 | 95,519.00 |
| 10/16/2021 | NCEA | PD09 | PUBLIC SAFETY DISPATCH SUPERVISOR | 1 | 41.78 | 334.21 | 3,342.08 | 86,894.00 |
| | | | | 2 | 43.47 | 347.77 | 3,477.69 | 90,420.00 |
| | | | | 3 | 45.69 | 365.53 | 3,655.27 | 95,037.00 |
| | | | | 4 | 48.02 | 384.19 | 3,841.92 | 99,890.00 |
| | | | | 5 | 50.48 | 403.82 | 4,038.15 | 104,992.00 |
| 10/16/2021 | NCEA | PD10 | POLICE OFFICER TRAINEE | 1 | 29.21 | 233.70 | 2,337.04 | 60,763.00 |
| | | | | 2 | 30.40 | 243.21 | 2,432.08 | 63,234.00 |
| | | | | 3 | 31.95 | 255.62 | 2,556.15 | 66,460.00 |
| | | | | 4 | 33.58 | 268.67 | 2,686.69 | 69,854.00 |
| | | | | 5 | 35.29 | 282.30 | 2,823.04 | 73,399.00 |
| 10/16/2021 | NCEA | PD11 | CRIME ANALYSIS TECHNICIAN | 1 | 33.77 | 270.15 | 2,701.46 | 70,238.00 |
| | | | | 2 | 35.14 | 281.13 | 2,811.31 | 73,094.00 |
| | | | | 3 | 36.94 | 295.54 | 2,955.38 | 76,840.00 |
| | | | | 4 | 38.83 | 310.67 | 3,106.65 | 80,773.00 |
| | | | | 5 | 40.82 | 326.55 | 3,265.46 | 84,902.00 |
| 10/16/2021 | NCEA | PD12 | HOMELESS OUTREACH SPECIALIST | 1 | 30.68 | 245.42 | 2,454.19 | 63,809.00 |
| | | | | 2 | 31.92 | 255.38 | 2,553.85 | 66,400.00 |
| | | | | 3 | 33.55 | 268.41 | 2,684.08 | 69,786.00 |
| | | | | 4 | 35.27 | 282.13 | 2,821.35 | 73,355.00 |
| | | | | 5 | 37.06 | 296.49 | 2,964.88 | 77,087.00 |
| 10/16/2021 | NCEA | PD13 | PS DISPATCH CALL TAKER | 1 | 31.67 | 253.32 | 2,533.23 | 65,864.00 |
| | | | | 2 | 32.96 | 263.65 | 2,636.46 | 68,548.00 |
| | | | | 3 | 34.64 | 277.08 | 2,770.85 | 72,042.00 |
| | | | | 4 | 36.40 | 291.21 | 2,912.12 | 75,715.00 |
| | | | | 5 | 38.27 | 306.12 | 3,061.23 | 79,592.00 |
| 10/16/2021 | NCEA | PD14 | POLICE PROPERTY TECHNICIAN | 1 | 31.12 | 248.94 | 2,489.42 | 64,725.00 |
| | | | | 2 | 32.38 | 259.07 | 2,590.65 | 67,357.00 |
| | | | | 3 | 34.04 | 272.28 | 2,722.81 | 70,793.00 |
| | | | | 4 | 35.77 | 286.18 | 2,861.85 | 74,408.00 |
| | | | | 5 | 37.59 | 300.71 | 3,007.08 | 78,184.00 |
| 10/16/2021 | NCEA | PD15 | POLICE RECORDS SPECIALIST I | 1 | 24.01 | 192.09 | 1,920.92 | 49,944.00 |
| | | | | 2 | 24.99 | 199.89 | 1,998.92 | 51,972.00 |
| | | | | 3 | 26.26 | 210.09 | 2,100.92 | 54,624.00 |
| | | | | 4 | 27.60 | 220.80 | 2,208.00 | 57,408.00 |
| | | | | 5 | 29.01 | 232.07 | 2,320.69 | 60,338.00 |
| 10/16/2021 | NCEA | PD16 | POLICE RECORDS SPECIALIST II | 1 | 26.42 | 211.35 | 2,113.54 | 54,952.00 |
| | | | | 2 | 27.49 | 219.94 | 2,199.38 | 57,184.00 |
| | | | | 3 | 28.89 | 231.16 | 2,311.58 | 60,101.00 |
| | | | | 4 | 30.37 | 242.95 | 2,429.46 | 63,166.00 |
| | | | | 5 | 31.92 | 255.35 | 2,553.46 | 66,390.00 |
| 10/16/2021 | NCEA | PD17 | SENIOR POLICE RECORDS SPECIALIST | 1 | 31.06 | 248.47 | 2,484.69 | 64,602.00 |
| | | | | 2 | 32.31 | 258.52 | 2,585.15 | 67,214.00 |
| | | | | 3 | 33.97 | 271.74 | 2,717.42 | 70,653.00 |
| | | | | 4 | 35.69 | 285.55 | 2,855.54 | 74,244.00 |
| | | | | 5 | 37.51 | 300.09 | 3,000.88 | 78,023.00 |

| 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 | 27.09 | 216.75 | 2,167.54 | 56,356.00 |
| | | | | 2 | 28.20 | 225.59 | 2,255.88 | 58,653.00 |
| | | | | 3 | 29.64 | 237.10 | 2,371.04 | 61,647.00 |
| | | | | 4 | 31.15 | 249.16 | 2,491.62 | 64,782.00 |
| | | | | 5 | 32.73 | 261.84 | 2,618.42 | 68,079.00 |
| 10/16/2021 | NCEA | PR02 | PARK MAINTENANCE WORKER II | 1 | 30.01 | 240.09 | 2,400.92 | 62,424.00 |
| | | | | 2 | 31.23 | 249.87 | 2,498.65 | 64,965.00 |
| | | | | 3 | 32.82 | 262.58 | 2,625.81 | 68,271.00 |
| | | | | 4 | 34.50 | 275.98 | 2,759.77 | 71,754.00 |
| | | | | 5 | 36.26 | 290.08 | 2,900.85 | 75,422.00 |
| 10/16/2021 | NCEA | PR03 | PARK MAINTENANCE WORKER III | 1 | 33.00 | 264.02 | 2,640.19 | 68,645.00 |
| | | | | 2 | 34.35 | 274.77 | 2,747.65 | 71,439.00 |
| | | | | 3 | 36.09 | 288.74 | 2,887.42 | 75,073.00 |
| | | | | 4 | 37.93 | 303.42 | 3,034.19 | 78,889.00 |
| | | | | 5 | 39.86 | 318.88 | 3,188.77 | 82,908.00 |
| 10/16/2021 | NCEA | PR04 | PARKS, TREES, & FACILITIES SUPERVISOR | 1 | 39.36 | 314.85 | 3,148.54 | 81,862.00 |
| | | | | 2 | 40.95 | 327.62 | 3,276.15 | 85,180.00 |
| | | | | 3 | 43.04 | 344.32 | 3,443.19 | 89,523.00 |
| | | | | 4 | 45.23 | 361.86 | 3,618.62 | 94,084.00 |
| | | | | 5 | 47.54 | 380.35 | 3,803.54 | 98,892.00 |
| 10/16/2021 | NCEA | PR05 | RECREATION COORDINATOR | 1 | 30.68 | 245.43 | 2,454.35 | 63,813.00 |
| | | | | 2 | 31.93 | 255.42 | 2,554.19 | 66,409.00 |
| | | | | 3 | 33.55 | 268.43 | 2,684.35 | 69,793.00 |
| | | | | 4 | 35.27 | 282.15 | 2,821.54 | 73,360.00 |
| | | | | 5 | 37.06 | 296.48 | 2,964.77 | 77,084.00 |
| 10/16/2021 | NCEA | PR06 | PARK RANGER I | 1 | 27.09 | 216.69 | 2,166.88 | 56,339.00 |
| | | | | 2 | 28.19 | 225.50 | 2,254.96 | 58,629.00 |
| | | | | 3 | 29.63 | 237.01 | 2,370.08 | 61,622.00 |
| | | | | 4 | 31.14 | 249.12 | 2,491.23 | 64,772.00 |
| | | | | 5 | 32.73 | 261.82 | 2,618.15 | 68,072.00 |
| 10/16/2021 | NCEA | PR07 | PARK RANGER II | 1 | 29.21 | 233.70 | 2,337.04 | 60,763.00 |
| | | | | 2 | 30.40 | 243.21 | 2,432.08 | 63,234.00 |
| | | | | 3 | 31.95 | 255.62 | 2,556.15 | 66,460.00 |
| | | | | 4 | 33.58 | 268.67 | 2,686.69 | 69,854.00 |
| | | | | 5 | 35.29 | 282.30 | 2,823.04 | 73,399.00 |
| 10/16/2021 | NCEA | PR08 | SENIOR PARK RANGER | 1 | 32.13 | 257.05 | 2,570.46 | 66,832.00 |
| | | | | 2 | 33.44 | 267.48 | 2,674.85 | 69,546.00 |
| | | | | 3 | 35.14 | 281.12 | 2,811.23 | 73,092.00 |
| | | | | 4 | 36.93 | 295.46 | 2,954.62 | 76,820.00 |
| | | | | 5 | 38.82 | 310.54 | 3,105.38 | 80,740.00 |
| 10/16/2021 | NCEA | PW02 | MAINTENANCE CRAFTSWORKER | 1 | 34.74 | 277.89 | 2,778.88 | 72,251.00 |
| | | | | 2 | 36.14 | 289.16 | 2,891.58 | 75,181.00 |
| | | | | 3 | 37.98 | 303.87 | 3,038.65 | 79,005.00 |
| | | | | 4 | 39.92 | 319.34 | 3,193.38 | 83,028.00 |
| | | | | 5 | 41.96 | 335.64 | 3,356.42 | 87,267.00 |
| 10/16/2021 | NCEA | PW03 | CUSTODIAN | 1 | 25.63 | 205.06 | 2,050.62 | 53,316.00 |
| | | | | 2 | 26.67 | 213.39 | 2,133.92 | 55,482.00 |
| | | | | 3 | 28.03 | 224.25 | 2,242.54 | 58,306.00 |
| | | | | 4 | 29.46 | 235.72 | 2,357.15 | 61,286.00 |
| | | | | 5 | 30.97 | 247.75 | 2,477.54 | 64,416.00 |

| EFFECTIVE DATE | GROUP/BU | PAYBAND | DESCRIPTION | STEP | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|----------------|----------|---------|-------------------------------|------|-------------|------------|---------------|---------------|
| 10/16/2021 | NCEA | PW06 | FLEET SHOP SUPERVISOR | 1 | 44.09 | 352.71 | 3,527.12 | 91,705.00 |
| | | | | 2 | 45.88 | 367.07 | 3,670.69 | 95,438.00 |
| | | | | 3 | 48.22 | 385.78 | 3,857.81 | 100,303.00 |
| | | | | 4 | 50.68 | 405.45 | 4,054.54 | 105,418.00 |
| | | | | 5 | 53.27 | 426.12 | 4,261.23 | 110,792.00 |
| 10/16/2021 | NCEA | PW07 | EQUIPMENT MECHANIC ENTRY | 1 | 27.74 | 221.90 | 2,218.96 | 57,693.00 |
| | | | | 2 | 28.87 | 230.93 | 2,309.27 | 60,041.00 |
| | | | | 3 | 30.34 | 242.68 | 2,426.85 | 63,098.00 |
| | | | | 4 | 31.89 | 255.08 | 2,550.81 | 66,321.00 |
| | | | | 5 | 33.52 | 268.14 | 2,681.42 | 69,717.00 |
| 10/16/2021 | NCEA | PW08 | EQUIPMENT MECHANIC JOURNEY | 1 | 35.56 | 284.51 | 2,845.08 | 73,972.00 |
| | | | | 2 | 37.01 | 296.07 | 2,960.65 | 76,977.00 |
| | | | | 3 | 38.90 | 311.18 | 3,111.85 | 80,908.00 |
| | | | | 4 | 40.89 | 327.08 | 3,270.81 | 85,041.00 |
| | | | | 5 | 42.97 | 343.73 | 3,437.31 | 89,370.00 |
| 10/16/2021 | NCEA | PW15 | EQUIPMENT MECHANIC MASTER | 1 | 38.29 | 306.29 | 3,062.88 | 79,635.00 |
| | | | | 2 | 39.84 | 318.69 | 3,186.92 | 82,860.00 |
| | | | | 3 | 41.87 | 334.99 | 3,349.88 | 87,097.00 |
| | | | | 4 | 44.01 | 352.06 | 3,520.62 | 91,536.00 |
| | | | | 5 | 46.25 | 370.02 | 3,700.19 | 96,205.00 |
| 10/16/2021 | NCEA | PW04 | STREET FIELD SUPERVISOR | 1 | 42.39 | 339.08 | 3,390.81 | 88,161.00 |
| | | | | 2 | 44.10 | 352.79 | 3,527.88 | 91,725.00 |
| | | | | 3 | 46.35 | 370.78 | 3,707.85 | 96,404.00 |
| | | | | 4 | 48.71 | 389.72 | 3,897.19 | 101,327.00 |
| | | | | 5 | 51.20 | 409.62 | 4,096.23 | 106,502.00 |
| 10/16/2021 | NCEA | PW09 | STREET MAINTENANCE WORKER I | 1 | 26.50 | 212.02 | 2,120.23 | 55,126.00 |
| | | | | 2 | 27.58 | 220.65 | 2,206.50 | 57,369.00 |
| | | | | 3 | 28.98 | 231.87 | 2,318.73 | 60,287.00 |
| | | | | 4 | 30.46 | 243.68 | 2,436.77 | 63,356.00 |
| | | | | 5 | 32.02 | 256.15 | 2,561.50 | 66,599.00 |
| 10/16/2021 | NCEA | PW10 | STREET MAINTENANCE WORKER II | 1 | 30.05 | 240.39 | 2,403.88 | 62,501.00 |
| | | | | 2 | 31.26 | 250.11 | 2,501.08 | 65,028.00 |
| | | | | 3 | 32.86 | 262.87 | 2,628.73 | 68,347.00 |
| | | | | 4 | 34.54 | 276.30 | 2,762.96 | 71,837.00 |
| | | | | 5 | 36.30 | 290.39 | 2,903.88 | 75,501.00 |
| 10/16/2021 | NCEA | PW05 | STREET MAINTENANCE WORKER III | 1 | 33.01 | 264.10 | 2,640.96 | 68,665.00 |
| | | | | 2 | 34.36 | 274.85 | 2,748.46 | 71,460.00 |
| | | | | 3 | 36.10 | 288.82 | 2,888.23 | 75,094.00 |
| | | | | 4 | 37.94 | 303.51 | 3,035.08 | 78,912.00 |
| | | | | 5 | 39.87 | 318.97 | 3,189.73 | 82,933.00 |
| 10/16/2021 | NCEA | PW11 | ELECTRICAL SUPERVISOR | 1 | 44.09 | 352.71 | 3,527.12 | 91,705.00 |
| | | | | 2 | 45.88 | 367.07 | 3,670.69 | 95,438.00 |
| | | | | 3 | 48.22 | 385.78 | 3,857.81 | 100,303.00 |
| | | | | 4 | 50.68 | 405.45 | 4,054.54 | 105,418.00 |
| | | | | 5 | 53.27 | 426.12 | 4,261.23 | 110,792.00 |
| 10/16/2021 | NCEA | PW01 | ELECTRICIAN I | 1 | 36.62 | 292.93 | 2,929.35 | 76,163.00 |
| | | | | 2 | 38.10 | 304.83 | 3,048.35 | 79,257.00 |
| | | | | 3 | 40.05 | 320.39 | 3,203.92 | 83,302.00 |
| | | | | 4 | 42.09 | 336.73 | 3,367.31 | 87,550.00 |
| | | | | 5 | 44.24 | 353.92 | 3,539.19 | 92,019.00 |

| EFFECTIVE DATE | GROUP/BU | PAYBAND | DESCRIPTION | STEP | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|----------------|----------|---------|----------------------------------|------|-------------|------------|---------------|---------------|
| 10/16/2021 | NCEA | PW12 | ELECTRICIAN II | 1 | 40.02 | 320.20 | 3,201.96 | 83,251.00 |
| | | | | 2 | 41.65 | 333.16 | 3,331.62 | 86,622.00 |
| | | | | 3 | 43.77 | 350.20 | 3,501.96 | 91,051.00 |
| | | | | 4 | 46.01 | 368.05 | 3,680.46 | 95,692.00 |
| | | | | 5 | 48.35 | 386.82 | 3,868.19 | 100,573.00 |
| 10/16/2021 | NCEA | PW13 | ELECTRICIAN III | 1 | 44.10 | 352.77 | 3,527.73 | 91,721.00 |
| | | | | 2 | 45.88 | 367.07 | 3,670.69 | 95,438.00 |
| | | | | 3 | 48.22 | 385.79 | 3,857.92 | 100,306.00 |
| | | | | 4 | 50.68 | 405.48 | 4,054.77 | 105,424.00 |
| | | | | 5 | 53.27 | 426.16 | 4,261.58 | 110,801.00 |
| 10/16/2021 | NCEA | PW14 | SENIOR CONSTRUCTION INSPECTOR | 1 | 46.11 | 368.90 | 3,688.96 | 95,913.00 |
| | | | | 2 | 47.98 | 383.83 | 3,838.35 | 99,797.00 |
| | | | | 3 | 50.43 | 403.45 | 4,034.46 | 104,896.00 |
| | | | | 4 | 53.00 | 424.00 | 4,240.04 | 110,241.00 |
| | | | | 5 | 55.71 | 445.68 | 4,456.77 | 115,876.00 |
| 10/16/2021 | NCEA | PW16 | CONSTRUCTION INSPECTOR I | 1 | 36.84 | 294.72 | 2,947.15 | 76,626.00 |
| | | | | 2 | 38.33 | 306.68 | 3,066.77 | 79,736.00 |
| | | | | 3 | 40.29 | 322.33 | 3,223.31 | 83,806.00 |
| | | | | 4 | 42.34 | 338.76 | 3,387.58 | 88,077.00 |
| | | | | 5 | 44.49 | 355.95 | 3,559.54 | 92,548.00 |
| 10/16/2021 | NCEA | PW17 | CONSTRUCTION INSPECTOR II | 1 | 40.93 | 327.43 | 3,274.35 | 85,133.00 |
| | | | | 2 | 42.59 | 340.71 | 3,407.12 | 88,585.00 |
| | | | | 3 | 44.76 | 358.09 | 3,580.88 | 93,103.00 |
| | | | | 4 | 47.04 | 376.34 | 3,763.42 | 97,849.00 |
| | | | | 5 | 49.44 | 395.53 | 3,955.31 | 102,838.00 |
| 10/16/2021 | NCEA | UT01 | WATER SERVICE WORKER | 1 | 32.85 | 262.76 | 2,627.62 | 68,318.00 |
| | | | | 2 | 34.18 | 273.40 | 2,734.00 | 71,084.00 |
| | | | | 3 | 35.92 | 287.33 | 2,873.35 | 74,707.00 |
| | | | | 4 | 37.75 | 302.03 | 3,020.35 | 78,529.00 |
| | | | | 5 | 39.68 | 317.45 | 3,174.54 | 82,538.00 |
| 10/16/2021 | NCEA | UT02 | WATER TREATMENT OPERATOR TRAINEE | 1 | 35.70 | 285.62 | 2,856.19 | 74,261.00 |
| | | | | 2 | 37.15 | 297.21 | 2,972.12 | 77,275.00 |
| | | | | 3 | 39.05 | 312.38 | 3,123.81 | 81,219.00 |
| | | | | 4 | 41.03 | 328.28 | 3,282.77 | 85,352.00 |
| | | | | 5 | 43.12 | 345.00 | 3,449.96 | 89,699.00 |
| 10/16/2021 | NCEA | UT03 | WATER TREATMENT OPERATOR | 1 | 42.40 | 339.20 | 3,392.04 | 88,193.00 |
| | | | | 2 | 44.13 | 353.00 | 3,530.00 | 91,780.00 |
| | | | | 3 | 46.37 | 370.98 | 3,709.85 | 96,456.00 |
| | | | | 4 | 48.74 | 389.92 | 3,899.23 | 101,380.00 |
| | | | | 5 | 51.23 | 409.81 | 4,098.12 | 106,551.00 |
| 10/16/2021 | NCEA | UT04 | WATER FACILITIES SUPERVISOR | 1 | 40.03 | 320.23 | 3,202.31 | 83,260.00 |
| | | | | 2 | 41.65 | 333.22 | 3,332.23 | 86,638.00 |
| | | | | 3 | 43.78 | 350.23 | 3,502.35 | 91,061.00 |
| | | | | 4 | 46.01 | 368.06 | 3,680.62 | 95,696.00 |
| | | | | 5 | 48.36 | 386.85 | 3,868.46 | 100,580.00 |
| 10/16/2021 | NCEA | UT05 | SUPERVISING WATER SERVICE WORKER | 1 | 36.61 | 292.88 | 2,928.77 | 76,148.00 |
| | | | | 2 | 38.10 | 304.82 | 3,048.15 | 79,252.00 |
| | | | | 3 | 40.05 | 320.41 | 3,204.08 | 83,306.00 |
| | | | | 4 | 42.09 | 336.71 | 3,367.12 | 87,545.00 |
| | | | | 5 | 44.24 | 353.89 | 3,538.92 | 92,012.00 |

| 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 | 34.95 | 279.59 | 2,795.92 | 72,694.00 |
| | | | | 2 | 36.37 | 290.93 | 2,909.35 | 75,643.00 |
| | | | | 3 | 38.22 | 305.75 | 3,057.54 | 79,496.00 |
| | | | | 4 | 40.17 | 321.35 | 3,213.54 | 83,552.00 |
| | | | | 5 | 42.21 | 337.71 | 3,377.08 | 87,804.00 |
| 10/16/2021 | NCEA | UT10 | PLANT MAINTENANCE MECHANIC II | 1 | 37.33 | 298.67 | 2,986.73 | 77,655.00 |
| | | | | 2 | 38.85 | 310.83 | 3,108.27 | 80,815.00 |
| | | | | 3 | 40.84 | 326.73 | 3,267.31 | 84,950.00 |
| | | | | 4 | 42.92 | 343.38 | 3,433.77 | 89,278.00 |
| | | | | 5 | 45.11 | 360.86 | 3,608.62 | 93,824.00 |
| 10/16/2021 | NCEA | UT14 | PLANT MAINTENANCE MECHANIC III | 1 | 39.20 | 313.61 | 3,136.12 | 81,539.00 |
| | | | | 2 | 40.80 | 326.37 | 3,263.69 | 84,856.00 |
| | | | | 3 | 42.87 | 342.96 | 3,429.58 | 89,169.00 |
| | | | | 4 | 45.06 | 360.44 | 3,604.42 | 93,715.00 |
| | | | | 5 | 47.36 | 378.87 | 3,788.73 | 98,507.00 |
| 10/16/2021 | NCEA | UT07 | WATER FACILITY WORKER I | 1 | 26.99 | 215.92 | 2,159.23 | 56,140.00 |
| | | | | 2 | 28.09 | 224.73 | 2,247.27 | 58,429.00 |
| | | | | 3 | 29.52 | 236.19 | 2,361.92 | 61,410.00 |
| | | | | 4 | 31.03 | 248.22 | 2,482.23 | 64,538.00 |
| | | | | 5 | 32.61 | 260.88 | 2,608.77 | 67,828.00 |
| 10/16/2021 | NCEA | UT08 | WATER FACILITY WORKER II | 1 | 30.67 | 245.40 | 2,453.96 | 63,803.00 |
| | | | | 2 | 31.92 | 255.38 | 2,553.85 | 66,400.00 |
| | | | | 3 | 33.55 | 268.43 | 2,684.35 | 69,793.00 |
| | | | | 4 | 35.26 | 282.07 | 2,820.69 | 73,338.00 |
| | | | | 5 | 37.06 | 296.49 | 2,964.88 | 77,087.00 |
| 10/16/2021 | NCEA | UT09 | WATER FACILITY WORKER III | 1 | 34.42 | 275.34 | 2,753.38 | 71,588.00 |
| | | | | 2 | 35.82 | 286.56 | 2,865.62 | 74,506.00 |
| | | | | 3 | 37.64 | 301.15 | 3,011.54 | 78,300.00 |
| | | | | 4 | 39.57 | 316.57 | 3,165.69 | 82,308.00 |
| | | | | 5 | 41.59 | 332.74 | 3,327.42 | 86,513.00 |
| 10/16/2021 | NCEA | UT12 | WATER SYSTEMS SPECIALIST | 1 | 35.72 | 285.74 | 2,857.42 | 74,293.00 |
| | | | | 2 | 37.16 | 297.32 | 2,973.15 | 77,302.00 |
| | | | | 3 | 39.05 | 312.43 | 3,124.31 | 81,232.00 |
| | | | | 4 | 41.05 | 328.38 | 3,283.77 | 85,378.00 |
| | | | | 5 | 43.14 | 345.16 | 3,451.58 | 89,741.00 |
| 10/16/2021 | NCEA | UT13 | PLANT MAINTENANCE SUPERVISOR | 1 | 46.47 | 371.73 | 3,717.31 | 96,650.00 |
| | | | | 2 | 48.36 | 386.85 | 3,868.46 | 100,580.00 |
| | | | | 3 | 50.81 | 406.51 | 4,065.12 | 105,693.00 |
| | | | | 4 | 53.41 | 427.30 | 4,273.04 | 111,099.00 |
| | | | | 5 | 56.14 | 449.10 | 4,491.04 | 116,767.00 |
| 10/16/2021 | NCEA | UT15 | SCALEHOUSE ATTENDANT | 1 | 24.38 | 195.08 | 1,950.77 | 50,720.00 |
| | | | | 2 | 25.37 | 203.00 | 2,029.96 | 52,779.00 |
| | | | | 3 | 26.67 | 213.32 | 2,133.23 | 55,464.00 |
| | | | | 4 | 28.03 | 224.20 | 2,242.04 | 58,293.00 |
| | | | | 5 | 29.46 | 235.65 | 2,356.50 | 61,269.00 |
| 10/16/2021 | NCEA | UT16 | LABORATORY TECHNICIAN | 1 | 35.30 | 282.37 | 2,823.69 | 73,416.00 |
| | | | | 2 | 36.73 | 293.83 | 2,938.35 | 76,397.00 |
| | | | | 3 | 38.60 | 308.83 | 3,088.27 | 80,295.00 |
| | | | | 4 | 40.57 | 324.55 | 3,245.46 | 84,382.00 |
| | | | | 5 | 42.63 | 341.08 | 3,410.77 | 88,680.00 |

| 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 | 44.83 | 358.68 | 3,586.77 | 93,256.00 |
| | | | | 2 | 46.66 | 373.27 | 3,732.69 | 97,050.00 |
| | | | | 3 | 49.03 | 392.28 | 3,922.77 | 101,992.00 |
| | | | | 4 | 51.53 | 412.25 | 4,122.46 | 107,184.00 |
| | | | | 5 | 54.17 | 433.33 | 4,333.31 | 112,666.00 |
| 10/16/2021 | NCEA | UT19 | PLANT MAINTENANCE ELECTRICIAN | 1 | 40.07 | 320.53 | 3,205.27 | 83,337.00 |
| | | | | 2 | 41.69 | 333.52 | 3,335.19 | 86,715.00 |
| | | | | 3 | 43.82 | 350.53 | 3,505.27 | 91,137.00 |
| | | | | 4 | 46.05 | 368.42 | 3,684.15 | 95,788.00 |
| | | | | 5 | 48.40 | 387.20 | 3,872.04 | 100,673.00 |
| 12/11/2021 | NCEA | UT20 | WASTE PREVENTION SPECIALIST | 1 | 37.93 | 303.45 | 3,034.54 | 78,898.00 |
| | | | | 2 | 39.47 | 315.74 | 3,157.38 | 82,092.00 |
| | | | | 3 | 41.48 | 331.86 | 3,318.62 | 86,284.00 |
| | | | | 4 | 43.59 | 348.76 | 3,487.58 | 90,677.00 |
| | | | | 5 | 45.82 | 366.53 | 3,665.31 | 95,298.00 |
| 10/16/2021 | NCEA | UT21 | SENIOR SCALEHOUSE ATTENDANT | 1 | 29.83 | 238.66 | 2,386.58 | 62,051.00 |
| | | | | 2 | 31.04 | 248.36 | 2,483.58 | 64,573.00 |
| | | | | 3 | 32.62 | 260.99 | 2,609.88 | 67,857.00 |
| | | | | 4 | 34.29 | 274.34 | 2,743.42 | 71,329.00 |
| | | | | 5 | 36.03 | 288.28 | 2,882.77 | 74,952.00 |
| 12/11/2021 | NCEA | UT33 | WATER CONSERVATION SPECIALIST | 1 | 37.93 | 303.45 | 3,034.54 | 78,898.00 |
| | | | | 2 | 39.47 | 315.74 | 3,157.38 | 82,092.00 |
| | | | | 3 | 41.48 | 331.86 | 3,318.62 | 86,284.00 |
| | | | | 4 | 43.59 | 348.76 | 3,487.58 | 90,677.00 |
| | | | | 5 | 45.82 | 366.53 | 3,665.31 | 95,298.00 |
| 10/16/2021 | NCEA | UT34 | UTILITIES PROGRAM COMPLIANCE COORDINATOR | 1 | 37.93 | 303.45 | 3,034.54 | 78,898.00 |
| | | | | 2 | 39.47 | 315.74 | 3,157.38 | 82,092.00 |
| | | | | 3 | 41.48 | 331.86 | 3,318.62 | 86,284.00 |
| | | | | 4 | 43.59 | 348.76 | 3,487.58 | 90,677.00 |
| | | | | 5 | 45.82 | 366.53 | 3,665.31 | 95,298.00 |
| 12/07/2021 | NCEA | CD25 | SENIOR HOUSING SPECIALIST | 1 | 34.74 | 277.89 | 2,778.88 | 72,251.00 |
| | | | | 2 | 36.14 | 289.16 | 2,891.58 | 75,181.00 |
| | | | | 3 | 37.98 | 303.87 | 3,038.65 | 79,005.00 |
| | | | | 4 | 39.92 | 319.34 | 3,193.38 | 83,028.00 |
| | | | | 5 | 41.96 | 335.64 | 3,356.42 | 87,267.00 |
| 10/16/2021 | NCEX | CM01 | SECRETARY TO THE CITY MANAGER | 1 | 36.65 | 293.18 | 2,931.77 | 76,226.00 |
| | | | | 2 | 38.14 | 305.10 | 3,051.00 | 79,326.00 |
| | | | | 3 | 40.09 | 320.70 | 3,207.04 | 83,383.00 |
| | | | | 4 | 42.13 | 337.07 | 3,370.69 | 87,638.00 |
| | | | | 5 | 44.28 | 354.25 | 3,542.54 | 92,106.00 |

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

EXHIBIT A

| EFFECTIVE DATE | GROUP/BU | PAYBAND | DESCRIPTION | STEP | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|----------------|----------|---------|-----------------------|------|-------------|------------|---------------|---------------|
| 07/11/2020 | NCFA | FD01 | FIREFIGHTER | 1 | 32.80 | 1,038.13 | 3,673.38 | 95,508.00 |
| | | | | 2 | 34.40 | 1,088.98 | 3,853.31 | 100,186.00 |
| | | | | 3 | 35.90 | 1,136.23 | 4,020.50 | 104,533.00 |
| | | | | 4 | 37.62 | 1,190.63 | 4,213.00 | 109,538.00 |
| | | | | 5 | 39.35 | 1,245.36 | 4,406.65 | 114,573.00 |
| | | | | 6 | 41.29 | 1,306.77 | 4,623.96 | 120,223.00 |
| 07/11/2020 | NCFA | FD02 | FIRE CAPTAIN | 1 | 39.67 | 1,255.61 | 4,442.92 | 115,516.00 |
| | | | | 2 | 41.58 | 1,316.18 | 4,657.27 | 121,089.00 |
| | | | | 3 | 43.41 | 1,374.14 | 4,862.35 | 126,421.00 |
| | | | | 4 | 45.51 | 1,440.60 | 5,097.50 | 132,535.00 |
| | | | | 5 | 47.57 | 1,505.71 | 5,327.88 | 138,525.00 |
| | | | | 6 | 49.87 | 1,578.47 | 5,585.35 | 145,219.00 |
| 07/11/2020 | NCFA | FD03 | FIREFIGHTER/PARAMEDIC | 1 | 36.06 | 1,141.26 | 4,038.31 | 104,996.00 |
| | | | | 2 | 37.81 | 1,196.80 | 4,234.85 | 110,106.00 |
| | | | | 3 | 39.48 | 1,249.59 | 4,421.62 | 114,962.00 |
| | | | | 4 | 41.38 | 1,309.68 | 4,634.27 | 120,491.00 |
| | | | | 5 | 43.26 | 1,369.30 | 4,845.23 | 125,976.00 |
| | | | | 6 | 45.34 | 1,435.07 | 5,077.92 | 132,026.00 |
| 07/11/2020 | NCFA | FDA2 | FIRE CAPTAIN ADMIN | 1 | 55.54 | 444.29 | 4,442.92 | 115,516.00 |
| | | | | 2 | 58.22 | 465.73 | 4,657.27 | 121,089.00 |
| | | | | 3 | 60.78 | 486.23 | 4,862.35 | 126,421.00 |
| | | | | 4 | 63.72 | 509.75 | 5,097.50 | 132,535.00 |
| | | | | 5 | 66.60 | 532.79 | 5,327.88 | 138,525.00 |
| | | | | 6 | 69.82 | 558.53 | 5,585.35 | 145,219.00 |

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

EXHIBIT A

| EFFECTIVE DATE | GROUP/BU | PAYBAND | DESCRIPTION | STEP | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|----------------|----------|---------|----------------------------|------|-------------|------------|---------------|---------------|
| 01/08/2022 | NCFO | FD04 | FIRE DIVISION CHIEF | 1 | 84.65 | 677.22 | 6,772.21 | 176,077.50 |
| | | | | 2 | 88.09 | 704.72 | 7,047.16 | 183,226.27 |
| | | | | 3 | 92.58 | 740.66 | 7,406.65 | 192,572.79 |
| | | | | 4 | 92.63 | 741.00 | 7,410.04 | 192,661.00 |
| | | | | 5 | 102.27 | 818.15 | 8,181.53 | 212,719.76 |
| 01/08/2022 | NCFO | FD05 | FIRE BATTALION CHIEF | 1 | 52.58 | 1,664.25 | 5,888.88 | 153,110.87 |
| | | | | 2 | 54.71 | 1,731.81 | 6,127.95 | 159,326.82 |
| | | | | 3 | 57.51 | 1,820.18 | 6,440.65 | 167,456.84 |
| | | | | 4 | 60.44 | 1,913.02 | 6,769.14 | 175,997.61 |
| | | | | 5 | 63.52 | 2,010.59 | 7,114.40 | 184,974.34 |
| 01/08/2022 | NCFO | FDA5 | FIRE BATTALION CHIEF ADMIN | 1 | 73.61 | 588.89 | 5,888.88 | 153,110.87 |
| | | | | 2 | 76.60 | 612.80 | 6,127.95 | 159,326.82 |
| | | | | 3 | 80.51 | 644.06 | 6,440.65 | 167,456.84 |
| | | | | 4 | 84.61 | 676.91 | 6,769.14 | 175,997.61 |
| | | | | 5 | 88.93 | 711.44 | 7,114.40 | 184,974.34 |

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

EXHIBIT A

| EFFECTIVE DATE | GROUP/BU | PAYBAND | DESCRIPTION | STEP | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|----------------|----------|---------|-----------------|------|-------------|------------|---------------|---------------|
| 06/26/2021 | NPOA | PD01 | POLICE OFFICER | 1 | 49.70 | 397.62 | 3,976.15 | 103,380.00 |
| | | | | 2 | 52.14 | 417.15 | 4,171.54 | 108,460.00 |
| | | | | 3 | 54.76 | 438.07 | 4,380.69 | 113,898.00 |
| | | | | 4 | 57.56 | 460.44 | 4,604.42 | 119,715.00 |
| | | | | 5 | 60.46 | 483.70 | 4,837.00 | 125,762.00 |
| 06/26/2021 | NPOA | PD02 | POLICE SERGEANT | 1 | 61.20 | 489.64 | 4,896.38 | 127,306.00 |
| | | | | 2 | 64.28 | 514.27 | 5,142.73 | 133,711.00 |
| | | | | 3 | 67.42 | 539.34 | 5,393.38 | 140,228.00 |
| | | | | 4 | 70.84 | 566.68 | 5,666.85 | 147,338.00 |
| | | | | 5 | 74.30 | 594.43 | 5,944.31 | 154,552.00 |

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

EXHIBIT A

| EFFECTIVE DATE | GROUP/BU | PAYBAND | DESCRIPTION | STEP | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|----------------|----------|---------|-------------------|------|-------------|------------|---------------|---------------|
| 10/16/2021 | PMU | PD04 | POLICE LIEUTENANT | 1 | 75.51 | 604.07 | 6,040.69 | 157,058.00 |
| | | | | 2 | 78.58 | 628.65 | 6,286.54 | 163,450.00 |
| | | | | 3 | 82.60 | 660.79 | 6,607.88 | 171,805.00 |
| | | | | 4 | 86.81 | 694.48 | 6,944.81 | 180,565.00 |
| | | | | 5 | 91.24 | 729.93 | 7,299.27 | 189,781.00 |
| 10/16/2021 | PMU | PD05 | POLICE CAPTAIN | 1 | 86.85 | 694.79 | 6,947.92 | 180,646.00 |
| | | | | 2 | 90.38 | 723.00 | 7,230.00 | 187,980.00 |
| | | | | 3 | 94.99 | 759.89 | 7,598.92 | 197,572.00 |
| | | | | 4 | 99.83 | 798.63 | 7,986.35 | 207,645.00 |
| | | | | 5 | 104.92 | 839.34 | 8,393.42 | 218,229.00 |

City of Napa Salary Table Full-Time
Executive Group

EXHIBIT A

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