

EXHIBIT A

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PAY PERIOD	ANNUAL SALARY
01/04/2025	AMPR	ACCOUNTANT I	FN14	1	46.67	3,733.55	97,072.33
				2	48.56	3,885.12	101,013.11
				3	51.04	4,083.30	106,165.72
				4	53.64	4,291.56	111,580.51
				5	56.38	4,510.49	117,272.62
01/04/2025	AMPR	ACCOUNTANT II	FN15	1	51.33	4,106.09	106,758.35
				2	53.42	4,273.36	111,107.37
				3	56.14	4,491.07	116,767.82
				4	59.00	4,720.32	122,728.32
				5	62.01	4,961.07	128,987.71
01/04/2025	AMPR	ACCOUNTING SUPERVISOR	FN16	1	64.94	5,195.00	135,070.09
				2	67.58	5,406.05	140,557.41
				3	71.02	5,681.61	147,721.81
				4	74.64	5,971.10	155,248.62
				5	78.45	6,275.93	163,174.08
01/04/2025	AMPR	ADMINISTRATIVE ASSISTANT	G023	1	44.20	3,535.71	91,928.36
				2	45.98	3,678.65	95,644.84
				3	48.34	3,866.81	100,537.18
				4	50.79	4,063.58	105,653.14
				5	53.38	4,270.55	111,034.38
01/04/2025	AMPR	ADMINISTRATIVE SERVICES MANAGER	G025	1	60.20	4,815.99	125,215.63
				2	62.65	5,011.64	130,302.60
				3	65.84	5,267.09	136,944.30
				4	69.19	5,535.46	143,921.96
				5	72.73	5,818.05	151,269.19
01/04/2025	AMPR	ASSET MANAGEMENT SYSTEMS COORDINATOR	UT35	1	54.40	4,352.11	113,154.81
				2	56.61	4,528.82	117,749.35
				3	59.50	4,759.84	123,755.75
				4	62.53	5,002.64	130,068.54
				5	65.72	5,257.82	136,703.33
01/04/2025	AMPR	ASSISTANT ENGINEER	G021	1	53.00	4,240.07	110,241.81
				2	55.15	4,412.19	114,717.04
				3	57.96	4,637.07	120,563.83
				4	60.92	4,873.73	126,716.98
				5	64.03	5,122.58	133,187.09
01/04/2025	AMPR	ASSISTANT HOUSING MANAGER	CD16	1	59.16	4,733.11	123,060.81
				2	61.57	4,925.33	128,058.59
				3	64.71	5,176.77	134,596.01
				4	68.01	5,441.04	141,467.09
				5	71.49	5,718.82	148,689.21
08/05/2025	AMPR	ASSISTANT HUMAN RESOURCES DIRECTOR	HR05	1	79.13	6,330.08	164,582.17
				2	82.34	6,587.25	171,268.44
				3	86.54	6,923.00	179,998.21
				4	90.95	7,275.75	189,169.59
				5	95.59	7,647.18	198,826.71

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EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PAY PERIOD	ANNUAL SALARY
01/04/2025	AMPR	ASSOCIATE CIVIL ENGINEER	G019	1	60.96	4,876.56	126,790.47
				2	63.43	5,074.26	131,930.64
				3	66.66	5,333.00	138,657.92
				4	70.07	5,605.23	145,736.01
				5	73.64	5,890.82	153,161.24
01/04/2025	AMPR	ASSOCIATE PLANNER	CD10	1	50.86	4,068.71	105,786.41
				2	52.92	4,233.65	110,074.85
				3	55.63	4,450.02	115,700.58
				4	58.46	4,676.50	121,588.92
				5	61.44	4,915.26	127,796.74
01/04/2025	AMPR	BUDGET ANALYST I	FN17	1	47.31	3,784.41	98,394.55
				2	49.23	3,938.04	102,389.01
				3	51.74	4,138.92	107,611.80
				4	54.38	4,350.01	113,100.35
				5	57.15	4,571.92	118,869.99
01/04/2025	AMPR	BUDGET ANALYST II	FN18	1	52.03	4,162.34	108,220.93
				2	54.15	4,331.91	112,629.55
				3	56.91	4,552.60	118,367.54
				4	59.81	4,784.99	124,409.69
				5	62.86	5,029.03	130,754.83
01/04/2025	AMPR	BUDGET OFFICER	FN21	1	68.69	5,494.92	142,867.89
				2	71.48	5,718.04	148,669.03
				3	75.12	6,009.75	156,253.48
				4	78.95	6,316.30	164,223.75
				5	82.98	6,638.51	172,601.20
01/04/2025	AMPR	CHIEF BUILDING OFFICIAL	CD12	1	75.62	6,049.53	157,287.79
				2	78.69	6,295.58	163,684.99
				3	82.71	6,616.57	172,030.72
				4	86.92	6,953.54	180,791.94
				5	91.35	7,307.86	190,004.48
01/04/2025	AMPR	COMMUNICATIONS MANAGER	PD18	1	67.15	5,372.29	139,679.52
				2	69.88	5,590.13	145,343.44
				3	73.44	5,875.35	152,759.03
				4	77.19	6,175.31	160,558.07
				5	81.13	6,490.20	168,745.20
01/04/2025	AMPR	COMPLIANCE PROGRAMS MANAGER	CD23	1	72.79	5,823.39	151,408.06
				2	75.74	6,059.84	157,555.83
				3	79.61	6,368.95	165,592.76
				4	83.67	6,693.83	174,039.65
				5	87.94	7,035.29	182,917.43
01/04/2025	AMPR	CONSTRUCTION MANAGER	PW24	1	63.02	5,041.27	131,073.01
				2	65.58	5,246.19	136,400.96
				3	68.92	5,513.89	143,361.24
				4	72.44	5,795.05	150,671.40
				5	76.14	6,091.05	158,367.33

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01/04/2025	AMPR	CONSTRUCTION MANAGER - PROFESSIONAL ENGINEER	PW25	1	64.29	5,143.08	133,720.18
				2	66.90	5,352.15	139,155.89
				3	70.31	5,625.11	146,252.86
				4	73.90	5,911.66	153,703.20
				5	77.66	6,213.05	161,539.32
01/04/2025	AMPR	CONTROL SYSTEMS ANALYST	UT29	1	51.76	4,140.49	107,652.72
				2	53.85	4,308.34	112,016.80
				3	56.61	4,528.81	117,749.07
				4	59.50	4,760.11	123,762.86
				5	62.53	5,002.77	130,072.05
01/04/2025	AMPR	DEPUTY CITY CLERK	CC02	1	51.33	4,106.09	106,758.35
				2	53.42	4,273.36	111,107.37
				3	56.14	4,491.07	116,767.82
				4	59.00	4,720.32	122,728.32
				5	62.01	4,961.07	128,987.71
01/04/2025	AMPR	DEPUTY FINANCE DIRECTOR	FN19	1	79.00	6,320.05	164,321.27
				2	82.21	6,576.70	170,994.13
				3	86.40	6,911.77	179,706.02
				4	90.80	7,263.95	188,862.78
				5	95.43	7,634.31	198,492.10
01/04/2025	AMPR	DEPUTY PUBLIC WORKS DIRECTOR - ENGINEERING	PW19	1	86.24	6,899.25	179,380.39
				2	89.74	7,179.40	186,664.44
				3	94.32	7,545.59	196,185.31
				4	99.13	7,930.49	206,192.81
				5	104.19	8,335.06	216,711.62
01/04/2025	AMPR	DEPUTY UTILITIES DIRECTOR	UT30	1	86.24	6,899.25	179,380.39
				2	89.74	7,179.40	186,664.44
				3	94.32	7,545.59	196,185.31
				4	99.13	7,930.49	206,192.81
				5	104.19	8,335.06	216,711.62
01/04/2025	AMPR	ECONOMIC DEVELOPMENT MANAGER	CD18	1	70.33	5,626.49	146,288.65
				2	73.19	5,855.00	152,229.88
				3	76.92	6,153.63	159,994.40
				4	80.84	6,467.46	168,153.90
				5	84.97	6,797.35	176,731.03
01/04/2025	AMPR	ECONOMIC DEVELOPMENT PROGRAM COORDINATOR	CD27	1	61.02	4,881.69	126,923.99
				2	63.50	5,079.72	132,072.77
				3	66.73	5,338.67	138,805.49
				4	70.14	5,611.24	145,892.13
				5	73.71	5,897.17	153,326.50
01/04/2025	AMPR	FIRE MARSHAL	FD09	1	75.62	6,049.53	157,287.79
				2	78.69	6,295.58	163,684.99
				3	82.71	6,616.57	172,030.72
				4	86.92	6,953.54	180,791.94
				5	91.35	7,307.86	190,004.48

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01/04/2025	AMPR	GIS COORDINATOR	IT04	1	56.03	4,482.65	116,548.85
				2	58.31	4,664.67	121,281.34
				3	61.28	4,902.65	127,468.90
				4	64.41	5,152.71	133,970.42
				5	67.69	5,415.56	140,804.44
01/04/2025	AMPR	HOUSING MANAGER	CD15	1	77.17	6,173.97	160,523.30
				2	80.30	6,424.08	167,025.99
				3	84.39	6,751.17	175,530.54
				4	88.69	7,094.98	184,469.56
				5	93.20	7,455.72	193,848.79
01/04/2025	AMPR	HOUSING SUPERVISOR	CM09	1	51.82	4,145.21	107,775.52
				2	53.91	4,313.15	112,141.91
				3	56.67	4,533.53	117,871.87
				4	59.56	4,764.83	123,885.65
				5	62.60	5,008.16	130,212.24
01/04/2025	AMPR	HUMAN RESOURCES MANAGER	HR02	1	71.93	5,754.62	149,620.15
				2	74.86	5,988.41	155,698.58
				3	78.67	6,293.64	163,634.74
				4	82.68	6,614.32	171,972.35
				5	86.90	6,951.98	180,751.55
01/04/2025	AMPR	INFORMATION TECHNOLOGY MANAGER	IT03	1	78.12	6,249.91	162,497.74
				2	81.29	6,503.09	169,080.40
				3	85.43	6,834.21	177,689.57
				4	89.78	7,182.25	186,738.53
				5	94.34	7,547.43	196,233.14
01/04/2025	AMPR	JUNIOR ENGINEER	G020	1	48.19	3,855.00	100,230.10
				2	50.14	4,011.42	104,296.87
				3	52.70	4,215.83	109,611.58
				4	55.38	4,430.44	115,191.45
				5	58.21	4,656.79	121,076.52
01/04/2025	AMPR	MAINTENANCE SUPERINTENDENT	PW23	1	60.16	4,812.71	125,130.51
				2	62.60	5,007.93	130,206.20
				3	65.79	5,263.42	136,848.97
				4	69.14	5,531.58	143,821.19
				5	72.67	5,813.96	151,163.01
01/04/2025	AMPR	MANAGEMENT ANALYST I	G018	1	47.31	3,784.41	98,394.55
				2	49.23	3,938.04	102,389.01
				3	51.74	4,138.92	107,611.80
				4	54.38	4,350.01	113,100.35
				5	57.15	4,571.92	118,869.99
01/04/2025	AMPR	MANAGEMENT ANALYST II	G024	1	52.03	4,162.34	108,220.93
				2	54.15	4,331.91	112,629.55
				3	56.91	4,552.60	118,367.54
				4	59.81	4,784.99	124,409.69
				5	62.86	5,029.03	130,754.83

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EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PAY PERIOD	ANNUAL SALARY
01/04/2025	AMPR	MATERIALS DIVERSION ADMINISTRATOR	UT23	1	60.20	4,815.99	125,215.63
				2	62.65	5,011.64	130,302.60
				3	65.84	5,267.09	136,944.30
				4	69.19	5,535.46	143,921.96
				5	72.73	5,818.05	151,269.19
01/04/2025	AMPR	MATERIALS DIVERSION ANALYST	UT24	1	52.03	4,162.34	108,220.93
				2	54.15	4,331.91	112,629.55
				3	56.91	4,552.60	118,367.54
				4	59.81	4,784.99	124,409.69
				5	62.86	5,029.03	130,754.83
01/04/2025	AMPR	PARKS & URBAN FORESTRY MANAGER	PR10	1	75.72	6,057.37	157,491.51
				2	78.80	6,304.08	163,906.13
				3	82.81	6,624.41	172,234.62
				4	87.02	6,961.53	180,999.84
				5	91.44	7,315.46	190,201.84
01/04/2025	AMPR	PLANNING MANAGER	CD14	1	79.32	6,345.82	164,991.26
				2	82.54	6,603.51	171,691.20
				3	86.75	6,940.35	180,449.04
				4	91.18	7,294.36	189,653.38
				5	95.83	7,666.47	199,328.24
01/04/2025	AMPR	POLICE RECORDS BUREAU ADMINISTRATOR	PD19	1	54.63	4,370.33	113,628.58
				2	56.85	4,548.06	118,249.67
				3	59.76	4,780.48	124,292.46
				4	62.81	5,024.60	130,639.56
				5	66.00	5,280.33	137,288.62
01/04/2025	AMPR	PRINCIPAL MANAGEMENT ANALYST	G027	1	60.20	4,815.99	125,215.63
				2	62.65	5,011.64	130,302.60
				3	65.84	5,267.09	136,944.30
				4	69.19	5,535.46	143,921.96
				5	72.73	5,818.05	151,269.19
01/04/2025	AMPR	PRINCIPAL PLANNER	CD28	1	60.96	4,876.56	126,790.47
				2	63.43	5,074.26	131,930.64
				3	66.66	5,333.00	138,657.92
				4	70.07	5,605.23	145,736.01
				5	73.64	5,890.82	153,161.24
01/04/2025	AMPR	PUBLIC WORKS OPERATIONS MANAGER	PW20	1	75.72	6,057.37	157,491.51
				2	78.80	6,304.08	163,906.13
				3	82.81	6,624.41	172,234.62
				4	87.02	6,961.53	180,999.84
				5	91.44	7,315.46	190,201.84
01/04/2025	AMPR	PURCHASING AGENT	FN22	1	48.98	3,918.10	101,870.63
				2	50.96	4,077.04	106,003.01
				3	53.56	4,284.68	111,401.63
				4	56.29	4,503.28	117,085.25
				5	59.18	4,734.00	123,083.98

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01/04/2025	AMPR	PURCHASING SERVICES MANAGER	FN11	1	60.20	4,815.99	125,215.63
				2	62.65	5,011.64	130,302.60
				3	65.84	5,267.09	136,944.30
				4	69.19	5,535.46	143,921.96
				5	72.73	5,818.05	151,269.19
01/04/2025	AMPR	RECREATION MANAGER	PR11	1	68.28	5,462.61	142,027.81
				2	71.06	5,684.46	147,795.99
				3	74.68	5,974.40	155,334.37
				4	78.49	6,279.09	163,256.22
				5	82.49	6,599.37	171,583.53
01/04/2025	AMPR	RECREATION SUPERVISOR	PR09	1	50.03	4,002.27	104,059.03
				2	52.06	4,164.77	108,284.09
				3	54.71	4,377.14	113,805.52
				4	57.51	4,600.99	119,625.84
				5	60.44	4,835.59	125,725.36
01/04/2025	AMPR	SENIOR ACCOUNTANT	FN12	1	56.47	4,517.45	117,453.80
				2	58.76	4,700.87	122,222.69
				3	61.76	4,940.66	128,457.21
				4	64.91	5,192.71	135,010.36
				5	68.22	5,457.63	141,898.35
01/04/2025	AMPR	SENIOR BUDGET ANALYST	FN20	1	57.24	4,578.89	119,051.02
				2	59.56	4,764.80	123,884.75
				3	62.60	5,007.85	130,204.06
				4	65.79	5,263.32	136,846.31
				5	69.15	5,531.84	143,827.96
01/04/2025	AMPR	SENIOR CIVIL ENGINEER	G022	1	70.09	5,607.26	145,788.85
				2	72.94	5,834.96	151,708.94
				3	76.66	6,132.60	159,447.60
				4	80.57	6,445.46	167,581.93
				5	84.68	6,774.21	176,129.41
01/04/2025	AMPR	SENIOR PLANNER	CD11	1	58.49	4,679.19	121,658.93
				2	60.86	4,869.00	126,594.11
				3	63.97	5,117.21	133,047.56
				4	67.23	5,378.47	139,840.22
				5	70.66	5,652.55	146,966.21
01/04/2025	AMPR	SENIOR TRAFFIC ENGINEER	PW28	1	77.62	6,209.33	161,442.69
				2	80.77	6,461.46	167,997.91
				3	84.89	6,791.06	176,567.51
				4	89.22	7,137.47	185,574.26
				5	93.77	7,501.56	195,040.46
01/04/2025	AMPR	SENIOR TRANSPORTATION PLANNER	PW30	1	58.49	4,678.84	121,649.80
				2	60.86	4,868.82	126,589.27
				3	63.96	5,117.18	133,046.60
				4	67.23	5,378.20	139,833.30
				5	70.66	5,652.55	146,966.21

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01/04/2025	AMPR	SYSTEMS ADMINISTRATOR	IT05	1	56.52	4,521.32	117,554.44
				2	58.81	4,704.81	122,325.15
				3	61.81	4,944.85	128,566.01
				4	64.96	5,196.95	135,120.81
				5	68.27	5,461.94	142,010.43
01/04/2025	AMPR	SYSTEMS ANALYST	IT06	1	51.76	4,140.49	107,652.72
				2	53.85	4,308.34	112,016.80
				3	56.61	4,528.81	117,749.07
				4	59.50	4,760.11	123,762.86
				5	62.53	5,002.77	130,072.05
01/04/2025	AMPR	TRANSPORTATION PLANNER I	PW21	1	46.23	3,698.42	96,158.81
				2	48.11	3,848.47	100,060.27
				3	50.56	4,045.09	105,172.27
				4	53.14	4,251.48	110,538.57
				5	55.85	4,468.30	116,175.87
01/04/2025	AMPR	TRANSPORTATION PLANNER II	PW22	1	50.86	4,068.71	105,786.41
				2	52.92	4,233.65	110,074.85
				3	55.63	4,450.02	115,700.58
				4	58.46	4,676.50	121,588.92
				5	61.44	4,915.26	127,796.74
01/04/2025	AMPR	WATER CONTROL SYSTEMS ANALYST	UT39	1	55.62	4,449.59	115,689.40
				2	57.88	4,630.26	120,386.85
				3	60.83	4,866.45	126,527.78
				4	63.93	5,114.69	132,981.99
				5	67.19	5,375.59	139,765.41
01/04/2025	AMPR	WATER CONTROL SYSTEMS SUPERINTENDENT	UT37	1	59.02	4,721.72	122,764.67
				2	61.42	4,913.44	127,749.41
				3	64.55	5,164.07	134,265.92
				4	67.84	5,427.49	141,114.83
				5	71.30	5,704.35	148,313.10
01/04/2025	AMPR	WATER DISTRIBUTION MANAGER	UT38	1	67.47	5,397.85	140,343.98
				2	70.85	5,667.74	147,361.17
				3	74.39	5,951.12	154,729.22
				4	78.11	6,248.68	162,465.69
				5	82.01	6,561.11	170,588.97
01/04/2025	AMPR	WATER PLANT MAINTENANCE SUPERINTENDENT	UT36	1	59.02	4,721.72	122,764.67
				2	61.42	4,913.44	127,749.41
				3	64.55	5,164.07	134,265.92
				4	67.84	5,427.49	141,114.83
				5	71.30	5,704.35	148,313.10
01/04/2025	AMPR	WATER QUALITY MANAGER	UT26	1	75.69	6,055.28	157,437.31
				2	78.76	6,301.15	163,829.89
				3	82.78	6,622.57	172,186.86
				4	87.00	6,960.39	180,970.11
				5	91.44	7,315.44	190,201.42

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

EXHIBIT A

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PAY PERIOD	ANNUAL SALARY
01/04/2025	AMPR	WATER RESOURCES ANALYST	UT32	1	52.03	4,162.34	108,220.93
				2	54.15	4,331.91	112,629.55
				3	56.91	4,552.60	118,367.54
				4	59.81	4,784.99	124,409.69
				5	62.86	5,029.03	130,754.83
01/04/2025	AMPR	WATER TREATMENT MANAGER	UT27	1	71.07	5,685.53	147,823.71
				2	73.95	5,916.38	153,825.95
				3	77.73	6,218.18	161,672.61
				4	81.69	6,535.37	169,919.54
				5	85.86	6,868.74	178,587.15

EXHIBIT A

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PAY PERIOD	ANNUAL SALARY
01/04/2025	AMPX	ASSISTANT CITY ATTORNEY	CA03	1	88.98	7,118.64	185,084.59
				2	92.59	7,407.15	192,585.81
				3	97.32	7,785.40	202,420.29
				4	102.28	8,182.75	212,751.57
				5	107.50	8,600.20	223,605.23
07/15/2025	AMPX	COMMUNITY RELATIONS AND MEDIA ANALYST	CM11	1	52.03	4,162.34	108,220.93
				2	54.15	4,331.91	112,629.55
				3	56.91	4,552.60	118,367.54
				4	59.81	4,784.99	124,409.69
				5	62.86	5,029.03	130,754.83
01/04/2025	AMPX	COMMUNITY RELATIONS AND MEDIA MANAGER	CM02	1	62.65	5,012.00	130,311.90
				2	65.19	5,215.57	135,604.71
				3	68.52	5,481.46	142,517.93
				4	72.01	5,760.75	149,779.58
				5	75.69	6,054.84	157,425.84
01/04/2025	AMPX	DEPUTY CITY ATTORNEY	CA01	1	81.31	6,504.99	169,129.83
				2	84.60	6,768.06	175,969.62
				3	88.90	7,111.78	184,906.31
				4	93.44	7,475.28	194,357.38
				5	98.20	7,856.21	204,261.42
01/04/2025	AMPX	LEGAL ANALYST	CA05	1	52.03	4,162.34	108,220.94
				2	54.15	4,331.91	112,629.55
				3	56.91	4,552.60	118,367.54
				4	59.81	4,784.99	124,409.69
				5	62.86	5,029.03	130,754.84
01/04/2025	AMPX	RISK MANAGER	CM07	1	74.73	5,978.25	155,434.42
				2	77.76	6,220.99	161,745.69
				3	81.73	6,538.32	169,996.34
				4	85.90	6,871.84	178,667.87
				5	90.28	7,222.37	187,781.72
04/04/2023	AMPX	MANAGEMENT FELLOW	CM08	1	29.81	2,384.62	62,000.00

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCEA	ACCOUNT CLERK I	FN01	1	29.37	2,349.39	61,084.19
				2	30.56	2,444.89	63,567.03
				3	32.12	2,569.55	66,808.24
				4	33.75	2,700.30	70,207.81
				5	35.47	2,837.89	73,785.20
06/21/2025	NCEA	ACCOUNT CLERK II	FN02	1	31.72	2,537.60	65,977.58
				2	33.01	2,640.64	68,656.60
				3	34.69	2,775.54	72,164.02
				4	36.46	2,916.97	75,841.23
				5	38.32	3,065.64	79,706.60
06/21/2025	NCEA	ACCOUNTING TECHNICIAN	FN04	1	37.64	3,011.40	78,296.52
				2	39.17	3,133.38	81,467.76
				3	41.17	3,293.30	85,625.71
				4	43.27	3,461.95	90,010.83
				5	45.49	3,638.95	94,612.79
06/21/2025	NCEA	ACCOUNTING TECHNICIAN (ENTRY)	FN03	1	34.23	2,738.21	71,193.37
				2	35.62	2,849.50	74,086.95
				3	37.43	2,994.42	77,854.81
				4	39.35	3,147.63	81,838.35
				5	41.34	3,307.51	85,995.15
06/21/2025	NCEA	ADMINISTRATIVE SECRETARY	G013	1	40.17	3,213.87	83,560.51
				2	41.80	3,344.09	86,946.29
				3	43.93	3,514.16	91,368.12
				4	46.16	3,693.14	96,021.72
				5	48.52	3,881.44	100,917.41
06/21/2025	NCEA	ADVANCED WATER TREATMENT OPERATOR	UT40	1	53.11	4,248.83	110,469.59
				2	55.27	4,421.35	114,955.10
				3	58.09	4,646.88	120,818.95
				4	61.05	4,883.92	126,981.95
				5	64.16	5,133.05	133,459.31
06/21/2025	NCEA	ASSISTANT PLANNER	CD07	1	45.09	3,607.05	93,783.27
				2	46.92	3,753.33	97,586.68
				3	49.31	3,945.03	102,570.73
				4	51.83	4,146.39	107,806.02
				5	54.47	4,357.85	113,304.05
06/21/2025	NCEA	BUILDING INSPECTOR I	CD01	1	41.22	3,297.31	85,730.12
				2	42.89	3,431.46	89,218.02
				3	45.09	3,607.05	93,783.27
				4	47.38	3,790.67	98,557.34
				5	49.80	3,984.39	103,594.15
06/21/2025	NCEA	BUILDING INSPECTOR II	CD02	1	48.09	3,847.59	100,037.41
				2	50.05	4,004.07	104,105.86
				3	52.60	4,208.08	109,409.99
				4	55.29	4,422.85	114,994.07
				5	58.11	4,648.43	120,859.26

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCEA	BUYER	G014	1	34.02	2,721.88	70,768.85
				2	35.40	2,832.02	73,632.61
				3	37.20	2,976.06	77,377.51
				4	39.10	3,127.99	81,327.79
				5	41.09	3,287.12	85,465.08
06/21/2025	NCEA	CODE ENFORCEMENT ASSISTANT	G008	1	33.53	2,682.74	69,751.16
				2	34.90	2,791.82	72,587.38
				3	36.68	2,934.22	76,289.84
				4	38.55	3,083.86	80,180.45
				5	40.51	3,241.00	84,266.12
06/21/2025	NCEA	CODE ENFORCEMENT OFFICER	G005	1	43.52	3,481.64	90,522.55
				2	45.28	3,622.58	94,187.14
				3	47.59	3,807.57	98,996.78
				4	50.02	4,001.42	104,037.02
				5	52.57	4,205.34	109,338.86
06/21/2025	NCEA	COMMUNITY SERVICES OFFICER I	G007	1	32.16	2,573.17	66,902.33
				2	33.47	2,677.75	69,621.52
				3	35.18	2,814.46	73,175.96
				4	36.98	2,958.32	76,916.28
				5	38.86	3,109.02	80,834.43
06/21/2025	NCEA	COMMUNITY SERVICES OFFICER II	G015	1	35.20	2,815.96	73,214.97
				2	36.63	2,930.47	76,192.31
				3	38.50	3,079.98	80,079.48
				4	40.47	3,237.25	84,168.59
				5	42.52	3,401.54	88,440.12
06/21/2025	NCEA	CONCRETE FINISHER	PW27	1	36.20	2,895.81	75,290.95
				2	37.67	3,013.39	78,348.08
				3	39.59	3,167.10	82,344.59
				4	41.61	3,328.65	86,545.00
				5	43.73	3,498.45	90,959.68
06/21/2025	NCEA	CONSTRUCTION INSPECTOR I	PW16	1	42.27	3,381.38	87,915.80
				2	43.98	3,518.62	91,484.01
				3	46.23	3,698.22	96,153.67
				4	48.58	3,886.69	101,053.94
				5	51.05	4,083.99	106,183.68
06/21/2025	NCEA	CONSTRUCTION INSPECTOR II	PW17	1	46.96	3,756.78	97,676.19
				2	48.86	3,909.11	101,636.79
				3	51.36	4,108.48	106,820.45
				4	53.97	4,317.91	112,265.71
				5	56.73	4,538.07	117,989.78
06/21/2025	NCEA	CRIME ANALYSIS TECHNICIAN	PD11	1	38.74	3,099.48	80,586.61
				2	40.32	3,225.52	83,863.40
				3	42.39	3,390.82	88,161.33
				4	44.55	3,564.38	92,673.80
				5	46.83	3,746.58	97,411.14

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCEA	CUSTODIAN	PW03	1	29.41	2,352.75	61,171.37
				2	30.60	2,448.33	63,656.51
				3	32.16	2,572.95	66,896.59
				4	33.81	2,704.45	70,315.66
				5	35.53	2,842.57	73,906.82
06/21/2025	NCEA	ELECTRICAL SUPERVISOR	PW11	1	55.65	4,451.92	115,749.87
				2	57.91	4,632.68	120,449.77
				3	60.86	4,869.00	126,593.92
				4	63.97	5,117.36	133,051.48
				5	67.23	5,378.40	139,838.44
06/21/2025	NCEA	ELECTRICIAN I	PW01	1	42.01	3,360.95	87,384.57
				2	43.72	3,497.48	90,934.44
				3	45.95	3,675.98	95,575.41
				4	48.29	3,863.43	100,449.30
				5	50.76	4,060.64	105,576.74
06/21/2025	NCEA	ELECTRICIAN II	PW12	1	45.92	3,673.73	95,516.90
				2	47.78	3,822.48	99,384.56
				3	50.22	4,017.93	104,466.12
				4	52.78	4,222.73	109,790.91
				5	55.48	4,438.12	115,391.06
06/21/2025	NCEA	ELECTRICIAN III	PW13	1	50.59	4,047.49	105,234.83
				2	52.64	4,211.52	109,499.49
				3	55.33	4,426.34	115,084.71
				4	58.15	4,652.18	120,956.79
				5	61.12	4,889.46	127,126.00
06/21/2025	NCEA	ENGINEERING AIDE	G001	1	37.86	3,028.92	78,752.02
				2	39.40	3,152.35	81,961.11
				3	41.41	3,312.89	86,135.13
				4	43.52	3,481.64	90,522.55
				5	45.73	3,658.50	95,121.07
06/21/2025	NCEA	ENGINEERING ASSISTANT	G004	1	49.87	3,989.77	103,734.12
				2	51.90	4,151.77	107,945.99
				3	54.55	4,363.94	113,462.39
				4	57.33	4,586.17	119,240.36
				5	60.25	4,819.92	125,317.81
06/21/2025	NCEA	EQUIPMENT MECHANIC ENTRY	PW07	1	31.82	2,545.90	66,193.27
				2	33.12	2,649.51	68,887.22
				3	34.81	2,784.41	72,394.63
				4	36.58	2,926.63	76,092.49
				5	38.46	3,076.49	79,988.85
06/21/2025	NCEA	EQUIPMENT MECHANIC JOURNEY	PW08	1	40.80	3,264.26	84,870.77
				2	42.46	3,396.87	88,318.51
				3	44.63	3,570.33	92,828.68
				4	46.91	3,752.72	97,570.62
				5	49.30	3,943.75	102,537.45

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCEA	EQUIPMENT MECHANIC MASTER	PW15	1	43.93	3,514.16	91,368.12
				2	45.71	3,656.47	95,068.29
				3	48.04	3,843.44	99,929.56
				4	50.49	4,039.33	105,022.58
				5	53.07	4,245.37	110,379.49
06/21/2025	NCEA	FIRE PREVENTION INSPECTOR I	FD06	1	42.52	3,401.72	88,444.72
				2	44.25	3,539.84	92,035.88
				3	46.50	3,720.28	96,727.33
				4	48.87	3,909.90	101,657.43
				5	51.36	4,109.10	106,836.52
06/21/2025	NCEA	FIRE PREVENTION INSPECTOR II	FD07	1	46.77	3,741.90	97,289.53
				2	48.67	3,893.71	101,236.36
				3	51.15	4,092.20	106,397.08
				4	53.76	4,300.83	111,821.69
				5	56.50	4,519.67	117,511.33
06/21/2025	NCEA	FLEET SHOP SUPERVISOR	PW06	1	50.58	4,046.79	105,216.48
				2	52.64	4,211.52	109,499.49
				3	55.33	4,426.20	115,081.27
				4	58.15	4,651.92	120,949.91
				5	61.11	4,889.06	127,115.68
06/21/2025	NCEA	HEAVY EQUIPMENT OPERATOR	G003	1	38.86	3,108.93	80,832.14
				2	40.44	3,234.96	84,108.93
				3	42.50	3,400.35	88,409.14
				4	44.67	3,573.78	92,918.18
				5	46.95	3,756.07	97,657.83
06/21/2025	NCEA	HEAVY EQUIPMENT OPERATOR TRAINEE	G026	1	33.11	2,648.78	68,868.15
				2	34.45	2,756.33	71,664.48
				3	36.21	2,896.93	75,320.09
				4	38.06	3,044.70	79,162.17
				5	40.00	3,200.01	83,200.23
06/21/2025	NCEA	HOMELESS INTERVENTION COORDINATOR	PD22	1	36.86	2,949.18	76,678.78
				2	38.36	3,068.95	79,792.65
				3	40.32	3,225.43	83,861.11
				4	42.37	3,389.94	88,138.38
				5	44.54	3,562.92	92,635.93
06/21/2025	NCEA	HOUSING REHABILITATION SPECIALIST	CD06	1	44.57	3,565.74	92,709.36
				2	46.38	3,710.66	96,477.21
				3	48.75	3,899.75	101,393.55
				4	51.24	4,098.99	106,573.77
				5	53.85	4,307.72	112,000.68
06/21/2025	NCEA	HOUSING SPECIALIST	CD04	1	35.21	2,816.89	73,239.07
				2	36.64	2,931.40	76,216.40
				3	38.52	3,081.22	80,111.61
				4	40.47	3,237.74	84,181.22
				5	42.54	3,403.00	88,477.98

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCEA	HUMAN RESOURCES COORDINATOR	HR01	1	38.77	3,101.43	80,637.09
				2	40.34	3,227.59	83,917.32
				3	42.40	3,391.88	88,188.86
				4	44.56	3,564.60	92,679.54
				5	46.83	3,746.72	97,414.60
06/21/2025	NCEA	MAINTENANCE CRAFTSWORKER	PW02	1	39.85	3,188.32	82,896.20
				2	41.47	3,317.61	86,257.89
				3	43.58	3,486.36	90,645.31
				4	45.80	3,663.89	95,261.04
				5	48.14	3,850.95	100,124.59
06/21/2025	NCEA	MAINTENANCE LABORER	G016	1	24.26	1,940.94	50,464.44
				2	25.25	2,019.71	52,512.43
				3	26.54	2,122.84	55,193.76
				4	27.89	2,231.08	58,008.17
				5	29.31	2,345.07	60,971.75
06/21/2025	NCEA	OFFICE ASSISTANT I	G009	1	26.66	2,133.12	55,461.09
				2	27.74	2,219.21	57,699.55
				3	29.16	2,332.40	60,642.45
				4	30.64	2,450.97	63,725.35
				5	32.20	2,576.30	66,983.78
06/21/2025	NCEA	OFFICE ASSISTANT II	G010	1	29.36	2,348.69	61,065.83
				2	30.55	2,444.22	63,549.81
				3	32.11	2,568.97	66,793.33
				4	33.75	2,699.68	70,191.74
				5	35.47	2,837.27	73,769.13
06/21/2025	NCEA	PARK MAINTENANCE WORKER I	PR01	1	31.09	2,486.90	64,659.29
				2	32.35	2,588.26	67,294.71
				3	34.00	2,720.38	70,729.84
				4	35.73	2,858.72	74,326.74
				5	37.55	3,004.21	78,109.51
06/21/2025	NCEA	PARK MAINTENANCE WORKER II	PR02	1	34.43	2,754.67	71,621.32
				2	35.84	2,866.80	74,536.71
				3	37.66	3,012.68	78,329.80
				4	39.58	3,166.38	82,325.97
				5	41.60	3,328.25	86,534.40
06/21/2025	NCEA	PARK MAINTENANCE WORKER III	PR03	1	37.86	3,029.19	78,758.91
				2	39.41	3,152.48	81,964.56
				3	41.41	3,312.85	86,133.98
				4	43.52	3,481.24	90,512.22
				5	45.73	3,658.59	95,123.36
06/21/2025	NCEA	PARK RANGER I	PR06	1	31.08	2,486.15	64,639.78
				2	32.34	2,587.20	67,267.17
				3	33.99	2,719.28	70,701.16
				4	35.73	2,858.28	74,315.27
				5	37.55	3,003.90	78,101.48

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCEA	PARK RANGER II	PR07	1	33.52	2,681.37	69,715.59
				2	34.88	2,790.41	72,550.67
				3	36.66	2,932.77	76,251.97
				4	38.53	3,082.54	80,146.03
				5	40.49	3,238.97	84,213.34
06/21/2025	NCEA	PARKING ENFORCEMENT OFFICER	G006	1	32.16	2,573.17	66,902.33
				2	33.47	2,677.71	69,620.37
				3	35.18	2,814.46	73,175.96
				4	36.98	2,958.32	76,916.28
				5	38.86	3,109.02	80,834.43
06/21/2025	NCEA	PARKS, TREES, & FACILITIES SUPERVISOR	PR04	1	45.16	3,612.43	93,923.24
				2	46.99	3,758.85	97,730.11
				3	49.38	3,950.50	102,712.98
				4	51.90	4,151.77	107,945.99
				5	54.55	4,363.94	113,462.39
06/21/2025	NCEA	PAYROLL SPECIALIST	FN05	1	40.00	3,200.01	83,200.23
				2	41.62	3,329.92	86,578.00
				3	43.75	3,499.73	90,992.95
				4	45.98	3,678.27	95,635.07
				5	48.32	3,865.95	100,514.69
06/21/2025	NCEA	PERMIT TECHNICIAN	CD09	1	38.77	3,101.87	80,648.57
				2	40.35	3,227.94	83,926.50
				3	42.41	3,392.94	88,216.39
				4	44.58	3,566.36	92,725.43
				5	46.87	3,749.36	97,483.43
06/21/2025	NCEA	PLANNING AIDE	CD05	1	36.61	2,929.15	76,157.89
				2	38.09	3,047.50	79,235.04
				3	40.04	3,203.54	83,292.02
				4	42.08	3,366.64	87,532.58
				5	44.23	3,538.08	91,989.99
06/21/2025	NCEA	PLANS EXAMINER	CD08	1	52.91	4,232.48	110,044.47
				2	55.05	4,403.87	114,500.73
				3	57.86	4,628.88	120,350.99
				4	60.81	4,864.75	126,483.50
				5	63.92	5,113.41	132,948.74
06/21/2025	NCEA	PLANT MAINTENANCE ELECTRICIAN	UT19	1	46.77	3,741.25	97,272.61
				2	48.66	3,893.16	101,222.29
				3	51.15	4,091.76	106,385.64
				4	53.76	4,300.48	111,812.36
				5	56.50	4,519.84	117,515.92
06/21/2025	NCEA	POLICE FORENSIC SPECIALIST	PD06	1	40.66	3,252.65	84,569.01
				2	42.30	3,384.07	87,985.77
				3	44.45	3,556.21	92,461.54
				4	46.72	3,737.76	97,181.67
				5	49.10	3,928.21	102,133.58

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCEA	POLICE OFFICER TRAINEE	PD10	1	33.52	2,681.37	69,715.59
				2	34.88	2,790.41	72,550.67
				3	36.66	2,932.77	76,251.97
				4	38.53	3,082.54	80,146.03
				5	40.49	3,238.97	84,213.34
06/21/2025	NCEA	POLICE PROPERTY TECHNICIAN	PD14	1	35.70	2,856.21	74,261.34
				2	37.15	2,972.35	77,281.14
				3	39.05	3,123.98	81,223.38
				4	41.04	3,283.50	85,371.00
				5	43.13	3,450.13	89,703.35
06/21/2025	NCEA	POLICE RECORDS SPECIALIST I	PD15	1	27.55	2,203.95	57,302.57
				2	28.67	2,293.44	59,629.36
				3	30.13	2,410.47	62,672.11
				4	31.67	2,533.32	65,866.28
				5	33.28	2,662.61	69,227.98
06/21/2025	NCEA	POLICE RECORDS SPECIALIST II	PD16	1	30.31	2,424.94	63,048.43
				2	31.54	2,523.43	65,609.29
				3	33.15	2,652.16	68,956.06
				4	34.84	2,787.41	72,472.65
				5	36.62	2,929.68	76,171.67
06/21/2025	NCEA	POLICE RECORDS SUPERVISOR	PD21	1	42.13	3,370.48	87,632.41
				2	43.84	3,507.36	91,191.43
				3	46.08	3,686.30	95,843.89
				4	48.42	3,873.94	100,722.36
				5	50.89	4,071.10	105,848.65
06/21/2025	NCEA	PUBLIC SAFETY DISPATCH CALL TAKER	PD13	1	36.33	2,906.47	75,568.17
				2	37.81	3,024.91	78,647.60
				3	39.74	3,179.09	82,656.40
				4	41.76	3,341.18	86,870.56
				5	43.90	3,512.26	91,318.80
06/21/2025	NCEA	PUBLIC SAFETY DISPATCH SUPERVISOR	PD09	1	47.93	3,834.49	99,696.65
				2	49.88	3,990.08	103,742.15
				3	52.42	4,193.82	109,039.41
				4	55.10	4,407.98	114,607.43
				5	57.91	4,633.12	120,461.14
06/21/2025	NCEA	PUBLIC SAFETY DISPATCHER I	PD07	1	39.99	3,198.86	83,170.42
				2	41.61	3,328.86	86,550.46
				3	43.73	3,498.36	90,957.38
				4	45.96	3,676.64	95,592.63
				5	48.30	3,863.66	100,455.03
06/21/2025	NCEA	PUBLIC SAFETY DISPATCHER II	PD08	1	43.61	3,488.83	90,709.56
				2	45.38	3,630.53	94,393.65
				3	47.70	3,816.22	99,221.64
				4	50.13	4,010.43	104,271.07
				5	52.69	4,215.09	109,592.42

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCEA	RECREATION COORDINATOR	PR05	1	35.20	2,815.96	73,214.97
				2	36.63	2,930.52	76,193.46
				3	38.50	3,079.85	80,076.04
				4	40.47	3,237.25	84,168.59
				5	42.52	3,401.59	88,441.27
06/21/2025	NCEA	SCALE HOUSE ATTENDANT	UT15	1	27.98	2,238.19	58,192.90
				2	29.11	2,329.05	60,555.27
				3	30.59	2,447.53	63,635.86
				4	32.15	2,572.37	66,881.68
				5	33.80	2,703.70	70,296.14
06/21/2025	NCEA	SCALE HOUSE SUPERVISOR	UT58	1	37.65	3,012.03	78,312.71
				2	39.18	3,134.45	81,495.64
				3	41.17	3,293.86	85,640.29
				4	43.28	3,462.39	90,022.18
				5	45.48	3,638.26	94,594.67
06/21/2025	NCEA	SECRETARY	G011	1	35.63	2,850.78	74,120.22
				2	37.08	2,966.04	77,117.06
				3	38.97	3,117.80	81,062.75
				4	40.95	3,276.26	85,182.84
				5	43.04	3,443.02	89,518.62
06/21/2025	NCEA	SENIOR BUILDING INSPECTOR	CD03	1	52.91	4,232.48	110,044.47
				2	55.05	4,403.87	114,500.73
				3	57.86	4,628.88	120,350.99
				4	60.81	4,864.75	126,483.50
				5	63.92	5,113.41	132,948.74
06/21/2025	NCEA	SENIOR CONSTRUCTION INSPECTOR	PW14	1	52.91	4,232.48	110,044.47
				2	55.05	4,403.87	114,500.73
				3	57.86	4,628.88	120,350.99
				4	60.81	4,864.75	126,483.50
				5	63.92	5,113.41	132,948.74
06/21/2025	NCEA	SENIOR ENGINEERING AIDE	G002	1	41.47	3,317.61	86,257.89
				2	43.15	3,451.76	89,745.79
				3	45.34	3,627.30	94,309.90
				4	47.66	3,813.08	99,140.18
				5	50.09	4,007.43	104,193.05
06/21/2025	NCEA	SENIOR HOUSING SPECIALIST	CD25	1	39.85	3,188.32	82,896.20
				2	41.47	3,317.61	86,257.89
				3	43.58	3,486.36	90,645.31
				4	45.80	3,663.89	95,261.04
				5	48.14	3,850.95	100,124.59
06/21/2025	NCEA	SENIOR OFFICE ASSISTANT	G012	1	35.63	2,850.78	74,120.22
				2	37.08	2,966.04	77,117.06
				3	38.97	3,117.80	81,062.75
				4	40.95	3,276.26	85,182.84
				5	43.04	3,443.02	89,518.62

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCEA	SENIOR PARK RANGER	PR08	1	36.86	2,949.18	76,678.78
				2	38.36	3,068.95	79,792.65
				3	40.32	3,225.43	83,861.11
				4	42.37	3,389.94	88,138.38
				5	44.54	3,562.92	92,635.93
06/21/2025	NCEA	SENIOR PERMIT TECHNICIAN	CD26	1	42.67	3,413.86	88,760.41
				2	44.41	3,552.48	92,364.43
				3	46.67	3,733.69	97,075.95
				4	49.05	3,924.15	102,027.79
				5	51.55	4,124.32	107,232.24
06/21/2025	NCEA	SENIOR POLICE RECORDS SPECIALIST	PD17	1	35.63	2,850.78	74,120.22
				2	37.08	2,966.04	77,117.06
				3	38.97	3,117.80	81,062.75
				4	40.95	3,276.26	85,182.84
				5	43.04	3,443.02	89,518.62
06/21/2025	NCEA	SENIOR PREVENTION INSPECTOR	FD11	1	53.78	4,302.27	111,859.01
				2	55.96	4,476.95	116,400.82
				3	58.82	4,705.33	122,338.53
				4	61.82	4,945.35	128,578.99
				5	64.97	5,197.61	135,137.87
06/21/2025	NCEA	SENIOR SCALE HOUSE ATTENDANT	UT21	1	34.23	2,738.21	71,193.37
				2	35.62	2,849.50	74,086.95
				3	37.43	2,994.42	77,854.81
				4	39.35	3,147.63	81,838.35
				5	41.34	3,307.51	85,995.15
06/21/2025	NCEA	SENIOR WATER LABORATORY ANALYST	UT41	1	47.36	3,788.59	98,503.42
				2	49.28	3,942.43	102,503.05
				3	51.79	4,143.53	107,731.74
				4	54.44	4,354.89	113,227.15
				5	57.21	4,577.03	119,002.87
06/21/2025	NCEA	SENIOR WATER TREATMENT OPERATOR	UT42	1	55.77	4,461.27	115,993.03
				2	58.03	4,642.42	120,702.80
				3	60.99	4,879.23	126,859.85
				4	64.10	5,128.12	133,331.00
				5	67.37	5,389.70	140,132.22
06/21/2025	NCEA	STORMWATER PROGRAM COORDINATOR	PW29	1	52.91	4,232.48	110,044.47
				2	55.06	4,404.44	114,515.33
				3	57.86	4,629.11	120,356.76
				4	60.82	4,865.24	126,496.17
				5	63.92	5,113.41	132,948.74
06/21/2025	NCEA	STREET FIELD SUPERVISOR	PW04	1	48.63	3,890.40	101,150.31
				2	50.60	4,047.67	105,239.43
				3	53.18	4,254.15	110,607.81
				4	55.89	4,471.39	116,256.15
				5	58.75	4,699.75	122,193.61

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCEA	STREET MAINTENANCE WORKER I	PW09	1	30.41	2,432.62	63,248.07
				2	31.65	2,531.60	65,821.53
				3	33.25	2,660.36	69,169.46
				4	34.95	2,795.79	72,690.63
				5	36.74	2,938.90	76,411.45
06/21/2025	NCEA	STREET MAINTENANCE WORKER II	PW10	1	34.48	2,758.06	71,709.67
				2	35.87	2,869.58	74,608.98
				3	37.70	3,016.04	78,416.99
				4	39.63	3,170.05	82,421.20
				5	41.65	3,331.73	86,625.04
06/21/2025	NCEA	STREET MAINTENANCE WORKER III	PW05	1	37.88	3,030.07	78,781.85
				2	39.42	3,153.41	81,988.65
				3	41.42	3,313.77	86,158.08
				4	43.53	3,482.25	90,538.61
				5	45.75	3,659.69	95,152.04
06/21/2025	NCEA	SUPERVISING ENGINEERING ASSISTANT	G017	1	52.91	4,232.48	110,044.47
				2	55.05	4,403.87	114,500.73
				3	57.86	4,628.88	120,350.99
				4	60.81	4,864.75	126,483.50
				5	63.92	5,113.41	132,948.74
06/21/2025	NCEA	TELECOMMUNICATIONS SUPERVISOR	IT02	1	52.10	4,168.17	108,372.35
				2	54.22	4,337.41	112,772.70
				3	56.98	4,558.66	118,525.24
				4	59.89	4,791.20	124,571.22
				5	62.95	5,035.60	130,925.61
06/21/2025	NCEA	TELECOMMUNICATIONS TECHNICIAN	IT01	1	45.92	3,673.73	95,516.90
				2	47.78	3,822.48	99,384.56
				3	50.22	4,017.93	104,466.12
				4	52.78	4,222.73	109,790.91
				5	55.48	4,438.12	115,391.06
06/21/2025	NCEA	UTILITIES INVENTORY SPECIALIST	UT43	1	34.05	2,723.73	70,816.94
				2	35.43	2,834.32	73,692.40
				3	37.24	2,978.90	77,451.44
				4	39.14	3,130.86	81,402.23
				5	41.13	3,290.56	85,554.58
06/21/2025	NCEA	UTILITIES PROGRAM COMPLIANCE COORDINATOR	UT34	1	43.52	3,481.64	90,522.55
				2	45.28	3,622.58	94,187.14
				3	47.59	3,807.57	98,996.78
				4	50.02	4,001.42	104,037.02
				5	52.57	4,205.34	109,338.86
06/21/2025	NCEA	WASTE PREVENTION SPECIALIST	UT20	1	43.52	3,481.64	90,522.55
				2	45.28	3,622.58	94,187.14
				3	47.59	3,807.57	98,996.78
				4	50.02	4,001.42	104,037.02
				5	52.57	4,205.34	109,338.86

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCEA	WATER CONSERVATION SPECIALIST	UT33	1	43.52	3,481.64	90,522.55
				2	45.28	3,622.58	94,187.14
				3	47.59	3,807.57	98,996.78
				4	50.02	4,001.42	104,037.02
				5	52.57	4,205.34	109,338.86
06/21/2025	NCEA	WATER DISTRIBUTION EQUIPMENT OPERATOR	UT44	1	42.11	3,368.75	87,587.62
				2	43.82	3,505.54	91,144.03
				3	46.05	3,684.36	95,793.30
				4	48.40	3,872.30	100,679.71
				5	50.87	4,069.82	105,815.38
06/21/2025	NCEA	WATER DISTRIBUTION OPERATOR I	UT45	1	34.06	2,725.04	70,851.13
				2	35.45	2,835.69	73,727.97
				3	37.25	2,980.34	77,488.83
				4	39.15	3,132.37	81,441.55
				5	41.15	3,292.15	85,595.88
06/21/2025	NCEA	WATER DISTRIBUTION OPERATOR II	UT46	1	39.17	3,133.81	81,479.18
				2	40.76	3,261.06	84,787.55
				3	42.84	3,427.41	89,112.57
				4	45.03	3,602.24	93,658.22
				5	47.32	3,785.99	98,435.72
06/21/2025	NCEA	WATER DISTRIBUTION OPERATOR III	UT47	1	42.11	3,368.75	87,587.62
				2	43.82	3,505.54	91,144.03
				3	46.05	3,684.36	95,793.30
				4	48.40	3,872.30	100,679.71
				5	50.87	4,069.82	105,815.38
06/21/2025	NCEA	WATER DISTRIBUTION OPERATOR LEAD	UT48	1	46.32	3,705.64	96,346.66
				2	48.20	3,856.10	100,258.72
				3	50.66	4,052.81	105,372.93
				4	53.24	4,259.54	110,748.01
				5	55.96	4,476.82	116,397.28
06/21/2025	NCEA	WATER DISTRIBUTION SUPERVISOR	UT49	1	53.27	4,261.47	110,798.18
				2	55.43	4,434.50	115,297.04
				3	58.26	4,660.71	121,178.35
				4	61.23	4,898.45	127,359.66
				5	64.35	5,148.32	133,856.29
06/21/2025	NCEA	WATER LABORATORY ANALYST	UT50	1	43.05	3,444.18	89,548.74
				2	44.80	3,584.03	93,184.78
				3	47.09	3,766.85	97,938.15
				4	49.49	3,959.00	102,933.96
				5	52.01	4,160.95	108,184.64
06/21/2025	NCEA	WATER PLANT MAINTENANCE ELECTRICIAN	UT51	1	47.60	3,807.73	99,001.07
				2	49.53	3,962.34	103,020.92
				3	52.06	4,164.46	108,276.01
				4	54.71	4,376.89	113,799.17
				5	57.50	4,600.16	119,604.07

EXHIBIT A

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCEA	WATER PLANT MAINTENANCE MECHANIC I	UT52	1	40.98	3,278.02	85,228.57
				2	42.64	3,411.12	88,689.19
				3	44.81	3,585.12	93,213.24
				4	47.10	3,768.00	97,968.05
				5	49.50	3,960.21	102,965.40
06/21/2025	NCEA	WATER PLANT MAINTENANCE MECHANIC II	UT53	1	45.07	3,605.81	93,751.14
				2	46.90	3,752.22	97,557.82
				3	49.30	3,943.62	102,534.25
				4	51.81	4,144.79	107,764.52
				5	54.45	4,356.22	113,261.61
06/21/2025	NCEA	WATER PLANT MAINTENANCE MECHANIC LEAD	UT54	1	49.58	3,966.41	103,126.54
				2	51.59	4,127.46	107,313.89
				3	54.23	4,338.00	112,787.99
				4	56.99	4,559.28	118,541.31
				5	59.90	4,791.85	124,588.10
06/21/2025	NCEA	WATER SERVICES WORKER	UT01	1	37.68	3,014.76	78,383.73
				2	39.21	3,136.82	81,557.26
				3	41.21	3,296.69	85,714.06
				4	43.32	3,465.35	90,099.17
				5	45.53	3,642.26	94,698.85
06/21/2025	NCEA	WATER TREATMENT OPERATOR	UT55	1	50.58	4,046.51	105,209.22
				2	52.64	4,210.81	109,481.14
				3	55.32	4,425.61	115,065.79
				4	58.14	4,651.36	120,935.29
				5	61.11	4,888.62	127,104.21
06/21/2025	NCEA	WATER TREATMENT OPERATOR TRAINEE	UT56	1	42.15	3,372.08	87,674.03
				2	43.86	3,509.00	91,233.96
				3	46.10	3,687.99	95,887.81
				4	48.45	3,876.12	100,779.06
				5	50.92	4,073.84	105,919.80
06/21/2025	NCEA	WATERSHED AND FACILITIES MAINTENANCE WORKER	UT57	1	39.17	3,133.81	81,479.18
				2	40.76	3,261.06	84,787.55
				3	42.84	3,427.41	89,112.57
				4	45.03	3,602.24	93,658.22
				5	47.32	3,785.99	98,435.72

EXHIBIT A

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCEX	LEGAL ASSISTANT	CA06	1	40.16	3,212.82	83,533.36
				2	41.79	3,343.28	86,925.16
				3	43.92	3,513.82	91,359.21
				4	46.16	3,693.06	96,019.45
				5	48.52	3,881.44	100,917.41
06/21/2025	NCEX	SECRETARY TO THE CITY MANAGER	CM01	1	42.05	3,363.73	87,456.85
				2	43.76	3,500.52	91,013.60
				3	45.99	3,679.55	95,668.33
				4	48.34	3,867.32	100,550.27
				5	50.81	4,064.48	105,676.56

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCFA	FIREFIGHTER	FD01	1	36.39	4,075.39	105,960.21
				2	38.17	4,275.02	111,150.64
				3	39.83	4,460.52	115,973.45
				4	41.73	4,674.08	121,526.09
				5	43.65	4,888.90	127,111.36
				6	45.80	5,129.99	133,379.70
06/21/2025	NCFA	FIREFIGHTER/PARAMEDIC	FD03	1	40.00	4,480.26	116,486.85
				2	41.95	4,698.30	122,155.85
				3	43.80	4,905.51	127,543.18
				4	45.91	5,141.45	133,677.72
				5	48.00	5,375.51	139,763.33
				6	50.30	5,633.67	146,475.44
06/21/2025	NCFA	FIRE CAPTAIN	FD02	1	44.01	4,929.14	128,157.72
				2	46.13	5,166.97	134,341.21
				3	48.16	5,394.46	140,256.05
				4	50.49	5,655.38	147,039.95
				5	52.78	5,910.99	153,685.71
				6	55.33	6,196.59	161,111.34

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
06/21/2025	NCFO	FIRE BATTALION CHIEF	FD05	1	57.73	6,466.14	168,119.56
				2	60.08	6,728.65	174,944.84
				3	63.14	7,071.99	183,871.81
				4	66.36	7,432.68	193,249.78
				5	69.75	7,811.79	203,106.46
				6	73.24	8,202.38	213,261.79
06/21/2025	NCFO	DEPUTY FIRE CHIEF	FD12	1	92.95	7,436.06	193,337.50
				2	96.72	7,737.96	201,187.03
				3	101.66	8,132.68	211,449.74
				4	106.84	8,547.50	222,234.99
				5	112.29	8,983.52	233,571.62
				6	117.91	9,432.70	245,250.19

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
08/31/2024	NPOA	PD01	POLICE OFFICER	1	54.27	434.20	4,341.96	112,890.96
				2	56.94	455.53	4,555.32	118,438.32
				3	59.80	478.37	4,783.72	124,376.62
				4	62.85	502.80	5,028.03	130,728.78
				5	66.03	528.20	5,282.00	137,332.10
				6	69.33	554.61	5,546.10	144,198.71
08/31/2024	NPOA	PD02	POLICE SERGEANT	1	66.84	534.69	5,346.85	139,018.15
				2	70.20	561.59	5,615.86	146,012.41
				3	73.62	588.96	5,889.58	153,128.98
				4	77.35	618.82	6,188.20	160,893.10
				5	81.14	649.12	6,491.18	168,770.78
				6	85.20	681.57	6,815.74	177,209.32

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
12/21/2024	PMU	POLICE LIEUTENANT	PD04	1	83.54	6,683.56	173,772.56
				2	87.75	7,019.83	182,515.58
				3	92.02	7,361.98	191,411.48
				4	96.69	7,735.25	201,116.50
				5	101.42	8,113.98	210,963.48
				6	106.50	8,519.68	221,511.68
12/21/2024	PMU	POLICE CAPTAIN	PD05	1	96.08	7,686.09	199,838.44
				2	100.91	8,072.80	209,892.92
				3	105.83	8,466.28	220,123.20
				4	111.19	8,895.54	231,283.98
				5	116.64	9,331.08	242,608.00
				6	122.47	9,797.63	254,738.43

EXHIBIT A
City of Napa Salary Table Full-Time
Police Chief

Effective Date	Group/BU	Description	Job Class	Minimum Pay Rate	Maximum Pay Rate
03/18/2025	PDCH	POLICE CHIEF	PD20	236,381.70	283,658.04

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

Effective Date	Group/BU	Description	Job Class	Minimum Pay Rate	Maximum Pay Rate
01/04/2025	EXEC	ASSISTANT CITY MANAGER	CM06	213,479.45	256,175.34
01/04/2025	EXEC	CITY ATTORNEY	CA04	232,386.13	278,863.35
01/04/2025	EXEC	CITY CLERK	CC04	142,073.26	170,487.91
01/04/2025	EXEC	CITY MANAGER	CM04	248,186.33	297,823.59
01/04/2025	EXEC	COMMUNITY DEVELOPMENT DIRECTOR	CD24	203,313.76	243,976.51
01/04/2025	EXEC	DEPUTY CITY MANAGER	CM03	188,615.06	227,867.54
01/04/2025	EXEC	FINANCE DIRECTOR	FN13	190,909.26	229,091.12
01/04/2025	EXEC	FIRE CHIEF	FD10	236,381.70	283,658.04
01/04/2025	EXEC	HUMAN RESOURCES DIRECTOR	HR04	190,909.26	229,091.12
01/04/2025	EXEC	PARKS AND RECREATION DIRECTOR	PR12	203,313.76	243,976.51
01/04/2025	EXEC	PUBLIC WORKS DIRECTOR	PW26	203,313.76	243,976.51
01/04/2025	EXEC	UTILITIES DIRECTOR	UT31	203,313.76	243,976.51