

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
12/20/2025	AMPR	ACCOUNTANT I	FN14	1	47.60	3,808.22	99,013.78
				2	49.54	3,962.82	103,033.37
				3	52.06	4,164.96	108,289.03
				4	54.72	4,377.39	113,812.12
				5	57.51	4,600.70	119,618.07
12/20/2025	AMPR	ACCOUNTANT II	FN15	1	52.35	4,188.21	108,893.52
				2	54.49	4,358.83	113,329.52
				3	57.26	4,580.89	119,103.18
				4	60.18	4,814.73	125,182.89
				5	63.25	5,060.29	131,567.46
12/20/2025	AMPR	ACCOUNTING SUPERVISOR	FN16	1	66.24	5,298.90	137,771.49
				2	68.93	5,514.18	143,368.56
				3	72.44	5,795.24	150,676.25
				4	76.13	6,090.52	158,353.59
				5	80.02	6,401.44	166,437.56
12/20/2025	AMPR	ADMINISTRATIVE ASSISTANT	G023	1	45.08	3,606.42	93,766.93
				2	46.90	3,752.22	97,557.74
				3	49.30	3,944.15	102,547.92
				4	51.81	4,144.85	107,766.20
				5	54.45	4,355.96	113,255.07
12/20/2025	AMPR	ADMINISTRATIVE SERVICES MANAGER	G025	1	61.40	4,912.31	127,719.94
				2	63.90	5,111.87	132,908.65
				3	67.16	5,372.43	139,683.19
				4	70.58	5,646.17	146,800.40
				5	74.18	5,934.41	154,294.57
12/20/2025	AMPR	ASSET MANAGEMENT SYSTEMS COORDINATOR	UT35	1	55.49	4,439.15	115,417.91
				2	57.74	4,619.40	120,104.34
				3	60.69	4,855.03	126,230.87
				4	63.78	5,102.69	132,669.91
				5	67.04	5,362.98	139,437.40
12/20/2025	AMPR	ASSISTANT ENGINEER	G021	1	54.06	4,324.87	112,446.65
				2	56.26	4,500.44	117,011.38
				3	59.12	4,729.81	122,975.11
				4	62.14	4,971.20	129,251.32
				5	65.31	5,225.03	135,850.83
12/20/2025	AMPR	ASSISTANT HOUSING MANAGER	CD16	1	60.35	4,827.77	125,522.03
				2	62.80	5,023.84	130,619.76
				3	66.00	5,280.31	137,287.93
				4	69.37	5,549.86	144,296.43
				5	72.91	5,833.19	151,662.99
12/20/2025	AMPR	ASSISTANT HUMAN RESOURCES DIRECTOR	HR05	1	80.71	6,456.69	167,873.81
				2	83.99	6,718.99	174,693.81
				3	88.27	7,061.47	183,598.17
				4	92.77	7,421.27	192,952.98
				5	97.50	7,800.12	202,803.24

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12/20/2025	AMPR	ASSOCIATE CIVIL ENGINEER	G019	1	62.18	4,974.09	129,326.28
				2	64.70	5,175.74	134,569.25
				3	68.00	5,439.66	141,431.08
				4	71.47	5,717.34	148,650.73
				5	75.11	6,008.63	156,224.46
12/20/2025	AMPR	ASSOCIATE PLANNER	CD10	1	51.88	4,150.08	107,902.14
				2	53.98	4,318.32	112,276.35
				3	56.74	4,539.02	118,014.59
				4	59.63	4,770.03	124,020.70
				5	62.67	5,013.56	130,352.67
12/20/2025	AMPR	BUDGET ANALYST I	FN17	1	48.25	3,860.09	100,362.44
				2	50.21	4,016.80	104,436.79
				3	52.77	4,221.69	109,764.04
				4	55.46	4,437.01	115,362.36
				5	58.29	4,663.36	121,247.39
12/20/2025	AMPR	BUDGET ANALYST II	FN18	1	53.07	4,245.59	110,385.35
				2	55.23	4,418.54	114,882.14
				3	58.05	4,643.65	120,734.89
				4	61.01	4,880.69	126,897.88
				5	64.12	5,129.61	133,369.93
12/20/2025	AMPR	BUDGET OFFICER	FN21	1	70.06	5,604.82	145,725.25
				2	72.91	5,832.40	151,642.41
				3	76.62	6,129.94	159,378.55
				4	80.53	6,442.62	167,508.23
				5	84.64	6,771.28	176,053.22
12/20/2025	AMPR	CHIEF BUILDING OFFICIAL	CD12	1	77.13	6,170.52	160,433.55
				2	80.27	6,421.49	166,958.69
				3	84.36	6,748.90	175,471.33
				4	88.66	7,092.61	184,407.78
				5	93.18	7,454.02	193,804.57
12/20/2025	AMPR	COMMUNICATIONS MANAGER	PD18	1	68.50	5,479.74	142,473.11
				2	71.27	5,701.93	148,250.31
				3	74.91	5,992.85	155,814.21
				4	78.74	6,298.82	163,769.23
				5	82.75	6,620.00	172,120.10
12/20/2025	AMPR	COMPLIANCE PROGRAMS MANAGER	CD23	1	74.25	5,939.85	154,436.22
				2	77.26	6,181.04	160,706.95
				3	81.20	6,496.33	168,904.62
				4	85.35	6,827.71	177,520.44
				5	89.70	7,175.99	186,575.78
12/20/2025	AMPR	CONSTRUCTION MANAGER	PW24	1	64.28	5,142.10	133,694.47
				2	66.89	5,351.11	139,128.98
				3	70.30	5,624.17	146,228.46
				4	73.89	5,910.95	153,684.83
				5	77.66	6,212.87	161,534.68

Note: All dollar amounts are approximate, there may be variations due to rounding in Tyler Munis
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EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PAY PERIOD	ANNUAL SALARY
12/20/2025	AMPR	CONSTRUCTION MANAGER - PROFESSIONAL ENGINEER	PW25	1	65.57	5,245.95	136,394.58
				2	68.24	5,459.19	141,939.01
				3	71.72	5,737.61	149,177.92
				4	75.37	6,029.89	156,777.26
				5	79.22	6,337.31	164,770.11
12/20/2025	AMPR	CONTROL SYSTEMS ANALYST	UT29	1	52.79	4,223.30	109,805.77
				2	54.93	4,394.51	114,257.14
				3	57.74	4,619.39	120,104.05
				4	60.69	4,855.31	126,238.12
				5	63.79	5,102.83	132,673.49
12/20/2025	AMPR	DEPUTY CITY CLERK	CC02	1	52.35	4,188.21	108,893.52
				2	54.49	4,358.83	113,329.52
				3	57.26	4,580.89	119,103.18
				4	60.18	4,814.73	125,182.89
				5	63.25	5,060.29	131,567.46
12/20/2025	AMPR	DEPUTY FINANCE DIRECTOR	FN19	1	80.58	6,446.45	167,607.70
				2	83.85	6,708.23	174,414.01
				3	88.13	7,050.01	183,300.14
				4	92.62	7,409.23	192,640.04
				5	97.34	7,787.00	202,461.94
12/20/2025	AMPR	DEPUTY PUBLIC WORKS DIRECTOR - ENGINEERING	PW19	1	87.97	7,037.23	182,968.00
				2	91.54	7,322.99	190,397.73
				3	96.21	7,696.50	200,109.02
				4	101.11	8,089.10	210,316.67
				5	106.27	8,501.76	221,045.85
12/20/2025	AMPR	DEPUTY UTILITIES DIRECTOR	UT30	1	87.97	7,037.23	182,968.00
				2	91.54	7,322.99	190,397.73
				3	96.21	7,696.50	200,109.02
				4	101.11	8,089.10	210,316.67
				5	106.27	8,501.76	221,045.85
12/20/2025	AMPR	ECONOMIC DEVELOPMENT MANAGER	CD18	1	71.74	5,739.02	149,214.42
				2	74.65	5,972.10	155,274.48
				3	78.46	6,276.70	163,194.29
				4	82.46	6,596.81	171,516.98
				5	86.67	6,933.29	180,265.65
12/20/2025	AMPR	ECONOMIC DEVELOPMENT PROGRAM COORDINATOR	CD27	1	62.24	4,979.33	129,462.47
				2	64.77	5,181.32	134,714.23
				3	68.07	5,445.45	141,581.60
				4	71.54	5,723.46	148,809.97
				5	75.19	6,015.12	156,393.03
12/20/2025	AMPR	FIRE MARSHAL	FD09	1	77.13	6,170.52	160,433.55
				2	80.27	6,421.49	166,958.69
				3	84.36	6,748.90	175,471.33
				4	88.66	7,092.61	184,407.78
				5	93.18	7,454.02	193,804.57

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12/20/2025	AMPR	GIS COORDINATOR	IT04	1	57.15	4,572.30	118,879.83
				2	59.47	4,757.96	123,706.97
				3	62.51	5,000.70	130,018.28
				4	65.70	5,255.76	136,649.83
				5	69.05	5,523.87	143,620.53
12/20/2025	AMPR	HOUSING MANAGER	CD15	1	78.72	6,297.45	163,733.77
				2	81.91	6,552.56	170,366.51
				3	86.08	6,886.20	179,041.15
				4	90.46	7,236.88	188,158.95
				5	95.06	7,604.84	197,725.77
12/20/2025	AMPR	HOUSING SUPERVISOR	CM09	1	52.85	4,228.12	109,931.03
				2	54.99	4,399.41	114,384.75
				3	57.80	4,624.20	120,229.31
				4	60.75	4,860.13	126,363.36
				5	63.85	5,108.33	132,816.48
12/20/2025	AMPR	HUMAN RESOURCES MANAGER	HR02	1	73.37	5,869.71	152,612.55
				2	76.35	6,108.18	158,812.55
				3	80.24	6,419.52	166,907.43
				4	84.33	6,746.61	175,411.80
				5	88.64	7,091.02	184,366.58
12/20/2025	AMPR	INFORMATION TECHNOLOGY MANAGER	IT03	1	79.69	6,374.91	165,747.69
				2	82.91	6,633.15	172,462.01
				3	87.14	6,970.90	181,243.36
				4	91.57	7,325.90	190,473.30
				5	96.23	7,698.38	200,157.80
12/20/2025	AMPR	JUNIOR ENGINEER	G020	1	49.15	3,932.10	102,234.70
				2	51.15	4,091.65	106,382.81
				3	53.75	4,300.15	111,803.81
				4	56.49	4,519.05	117,495.28
				5	59.37	4,749.93	123,498.05
12/20/2025	AMPR	MAINTENANCE SUPERINTENDENT	PW23	1	61.36	4,908.97	127,633.12
				2	63.85	5,108.09	132,810.32
				3	67.11	5,368.69	139,585.95
				4	70.53	5,642.22	146,697.61
				5	74.13	5,930.24	154,186.27
12/20/2025	AMPR	MANAGEMENT ANALYST I	G018	1	48.25	3,860.09	100,362.44
				2	50.21	4,016.80	104,436.79
				3	52.77	4,221.69	109,764.04
				4	55.46	4,437.01	115,362.36
				5	58.29	4,663.36	121,247.39
12/20/2025	AMPR	MANAGEMENT ANALYST II	G024	1	53.07	4,245.59	110,385.35
				2	55.23	4,418.54	114,882.14
				3	58.05	4,643.65	120,734.89
				4	61.01	4,880.69	126,897.88
				5	64.12	5,129.61	133,369.93

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EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PAY PERIOD	ANNUAL SALARY
12/20/2025	AMPR	MATERIALS DIVERSION ADMINISTRATOR	UT23	1	61.40	4,912.31	127,719.94
				2	63.90	5,111.87	132,908.65
				3	67.16	5,372.43	139,683.19
				4	70.58	5,646.17	146,800.40
				5	74.18	5,934.41	154,294.57
12/20/2025	AMPR	MATERIALS DIVERSION ANALYST	UT24	1	53.07	4,245.59	110,385.35
				2	55.23	4,418.54	114,882.14
				3	58.05	4,643.65	120,734.89
				4	61.01	4,880.69	126,897.88
				5	64.12	5,129.61	133,369.93
12/20/2025	AMPR	PARKS & URBAN FORESTRY MANAGER	PR10	1	77.23	6,178.51	160,641.34
				2	80.38	6,430.16	167,184.25
				3	84.46	6,756.90	175,679.31
				4	88.76	7,100.76	184,619.84
				5	93.27	7,461.76	194,005.88
12/20/2025	AMPR	PLANNING MANAGER	CD14	1	80.91	6,472.73	168,291.09
				2	84.19	6,735.58	175,125.02
				3	88.49	7,079.15	184,058.02
				4	93.00	7,440.25	193,446.45
				5	97.75	7,819.80	203,314.80
12/20/2025	AMPR	POLICE RECORDS BUREAU ADMINISTRATOR	PD19	1	55.72	4,457.74	115,901.15
				2	57.99	4,639.03	120,614.66
				3	60.95	4,876.09	126,778.31
				4	64.06	5,125.09	133,252.35
				5	67.32	5,385.94	140,034.39
12/20/2025	AMPR	PRINCIPAL MANAGEMENT ANALYST	G027	1	61.40	4,912.31	127,719.94
				2	63.90	5,111.87	132,908.65
				3	67.16	5,372.43	139,683.19
				4	70.58	5,646.17	146,800.40
				5	74.18	5,934.41	154,294.57
12/20/2025	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
12/20/2025	AMPR	PUBLIC WORKS OPERATIONS MANAGER	PW20	1	77.23	6,178.51	160,641.34
				2	80.38	6,430.16	167,184.25
				3	84.46	6,756.90	175,679.31
				4	88.76	7,100.76	184,619.84
				5	93.27	7,461.76	194,005.88
12/20/2025	AMPR	PURCHASING AGENT	FN22	1	49.96	3,996.46	103,908.04
				2	51.98	4,158.58	108,123.07
				3	54.63	4,370.37	113,629.66
				4	57.42	4,593.34	119,426.96
				5	60.36	4,828.68	125,545.66

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12/20/2025	AMPR	PURCHASING SERVICES MANAGER	FN11	1	61.40	4,912.31	127,719.94
				2	63.90	5,111.87	132,908.65
				3	67.16	5,372.43	139,683.19
				4	70.58	5,646.17	146,800.40
				5	74.18	5,934.41	154,294.57
12/20/2025	AMPR	RECREATION MANAGER	PR11	1	69.65	5,571.86	144,868.37
				2	72.48	5,798.15	150,751.91
				3	76.17	6,093.89	158,441.06
				4	80.06	6,404.67	166,521.34
				5	84.14	6,731.35	175,015.20
12/20/2025	AMPR	RECREATION SUPERVISOR	PR09	1	51.03	4,082.32	106,140.21
				2	53.10	4,248.07	110,449.77
				3	55.81	4,464.68	116,081.63
				4	58.66	4,693.01	122,018.36
				5	61.65	4,932.30	128,239.87
12/20/2025	AMPR	SENIOR ACCOUNTANT	FN12	1	57.60	4,607.80	119,802.88
				2	59.94	4,794.89	124,667.14
				3	62.99	5,039.48	131,026.35
				4	66.21	5,296.56	137,710.57
				5	69.58	5,566.78	144,736.32
12/20/2025	AMPR	SENIOR BUDGET ANALYST	FN20	1	58.38	4,670.46	121,432.04
				2	60.75	4,860.09	126,362.45
				3	63.85	5,108.01	132,808.14
				4	67.11	5,368.59	139,583.24
				5	70.53	5,642.48	146,704.52
12/20/2025	AMPR	SENIOR CIVIL ENGINEER	G022	1	71.49	5,719.41	148,704.63
				2	74.40	5,951.66	154,743.12
				3	78.19	6,255.25	162,636.55
				4	82.18	6,574.37	170,933.57
				5	86.37	6,909.69	179,652.00
12/20/2025	AMPR	SENIOR PLANNER	CD11	1	59.66	4,772.77	124,092.11
				2	62.08	4,966.38	129,125.99
				3	65.24	5,219.56	135,708.51
				4	68.58	5,486.04	142,637.02
				5	72.07	5,765.60	149,905.53
12/20/2025	AMPR	SENIOR TRAFFIC ENGINEER	PW28	1	79.17	6,333.52	164,671.54
				2	82.38	6,590.69	171,357.87
				3	86.59	6,926.88	180,098.86
				4	91.00	7,280.22	189,285.75
				5	95.64	7,651.59	198,941.27
12/20/2025	AMPR	SENIOR TRANSPORTATION PLANNER	PW30	1	59.66	4,772.42	124,082.80
				2	62.08	4,966.19	129,121.06
				3	65.24	5,219.52	135,707.53
				4	68.57	5,485.77	142,629.97
				5	72.07	5,765.60	149,905.53

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12/20/2025	AMPR	SYSTEMS ADMINISTRATOR	IT05	1	57.65	4,611.75	119,905.53
				2	59.99	4,798.91	124,771.65
				3	63.05	5,043.74	131,137.33
				4	66.26	5,300.89	137,823.23
				5	69.64	5,571.18	144,850.64
12/20/2025	AMPR	SYSTEMS ANALYST	IT06	1	52.79	4,223.30	109,805.77
				2	54.93	4,394.51	114,257.14
				3	57.74	4,619.39	120,104.05
				4	60.69	4,855.31	126,238.12
				5	63.79	5,102.83	132,673.49
12/20/2025	AMPR	TRANSPORTATION PLANNER I	PW21	1	47.15	3,772.38	98,081.99
				2	49.07	3,925.44	102,061.48
				3	51.57	4,125.99	107,275.72
				4	54.21	4,336.51	112,749.34
				5	56.97	4,557.67	118,499.39
12/20/2025	AMPR	TRANSPORTATION PLANNER II	PW22	1	51.88	4,150.08	107,902.14
				2	53.98	4,318.32	112,276.35
				3	56.74	4,539.02	118,014.59
				4	59.63	4,770.03	124,020.70
				5	62.67	5,013.56	130,352.67
12/20/2025	AMPR	WATER CONTROL SYSTEMS ANALYST	UT39	1	56.73	4,538.58	118,003.19
				2	59.04	4,722.87	122,794.59
				3	62.05	4,963.78	129,058.34
				4	65.21	5,216.99	135,641.63
				5	68.54	5,483.10	142,560.72
12/20/2025	AMPR	WATER CONTROL SYSTEMS SUPERINTENDENT	UT37	1	60.20	4,816.15	125,219.96
				2	62.65	5,011.71	130,304.40
				3	65.84	5,267.36	136,951.24
				4	69.20	5,536.04	143,937.13
				5	72.73	5,818.44	151,279.36
12/20/2025	AMPR	WATER DISTRIBUTION MANAGER	UT38	1	68.82	5,505.80	143,150.86
				2	72.26	5,781.09	150,308.39
				3	75.88	6,070.15	157,823.80
				4	79.67	6,373.65	165,715.00
				5	83.65	6,692.34	174,000.75
12/20/2025	AMPR	WATER PLANT MAINTENANCE SUPERINTENDENT	UT36	1	60.20	4,816.15	125,219.96
				2	62.65	5,011.71	130,304.40
				3	65.84	5,267.36	136,951.24
				4	69.20	5,536.04	143,937.13
				5	72.73	5,818.44	151,279.36
12/20/2025	AMPR	WATER QUALITY MANAGER	UT26	1	77.20	6,176.39	160,586.06
				2	80.34	6,427.17	167,106.49
				3	84.44	6,755.02	175,630.60
				4	88.75	7,099.60	184,589.51
				5	93.27	7,461.75	194,005.45

Note: All dollar amounts are approximate, there may be variations due to rounding in Tyler Munis
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EXHIBIT A
City of Napa Salary Table Full-Time
Administrative, Managerial, and Professional Employees (AMP)

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PAY PERIOD	ANNUAL SALARY
12/20/2025	AMPR	WATER RESOURCES ANALYST	UT32	1	53.07	4,245.59	110,385.35
				2	55.23	4,418.54	114,882.14
				3	58.05	4,643.65	120,734.89
				4	61.01	4,880.69	126,897.88
				5	64.12	5,129.61	133,369.93
12/20/2025	AMPR	WATER TREATMENT MANAGER	UT27	1	72.49	5,799.24	150,780.18
				2	75.43	6,034.71	156,902.47
				3	79.28	6,342.54	164,906.06
				4	83.33	6,666.07	173,317.93
				5	87.58	7,006.11	182,158.89

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
12/20/2025	AMPX	ASSISTANT CITY ATTORNEY	CA03	1	90.76	7,261.01	188,786.28
				2	94.44	7,555.29	196,437.53
				3	99.26	7,941.10	206,468.70
				4	104.33	8,346.41	217,006.60
				5	109.65	8,772.21	228,077.33
12/20/2025	AMPX	COMMUNITY RELATIONS AND MEDIA ANALYST	CM11	1	53.07	4,245.59	110,385.35
				2	55.23	4,418.54	114,882.14
				3	58.05	4,643.65	120,734.89
				4	61.01	4,880.69	126,897.88
				5	64.12	5,129.61	133,369.93
12/20/2025	AMPX	COMMUNITY RELATIONS AND MEDIA MANAGER	CM02	1	63.90	5,112.24	132,918.14
				2	66.50	5,319.88	138,316.80
				3	69.89	5,591.09	145,368.29
				4	73.45	5,875.97	152,775.17
				5	77.20	6,175.94	160,574.36
12/20/2025	AMPX	DEPUTY CITY ATTORNEY	CA01	1	82.94	6,635.09	172,512.43
				2	86.29	6,903.42	179,489.01
				3	90.68	7,254.02	188,604.44
				4	95.31	7,624.79	198,244.53
				5	100.17	8,013.33	208,346.65
12/20/2025	AMPX	LEGAL ANALYST	CA05	1	53.07	4,245.59	110,385.36
				2	55.23	4,418.54	114,882.14
				3	58.05	4,643.65	120,734.89
				4	61.01	4,880.69	126,897.88
				5	64.12	5,129.61	133,369.94
12/20/2025	AMPX	RISK MANAGER	CM07	1	76.22	6,097.81	158,543.11
				2	79.32	6,345.41	164,980.60
				3	83.36	6,669.09	173,396.27
				4	87.62	7,009.28	182,241.23
				5	92.09	7,366.82	191,537.35
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
12/20/2025	NCEA	ACCOUNT CLERK I	FN01	1	29.81	2,384.63	62,000.45
				2	31.02	2,481.56	64,520.54
				3	32.60	2,608.09	67,810.36
				4	34.26	2,740.80	71,260.93
				5	36.01	2,880.46	74,891.98
12/20/2025	NCEA	ACCOUNT CLERK II	FN02	1	32.20	2,575.66	66,967.24
				2	33.50	2,680.25	69,686.45
				3	35.21	2,817.17	73,246.48
				4	37.01	2,960.72	76,978.85
				5	38.90	3,111.62	80,902.20
12/20/2025	NCEA	ACCOUNTING TECHNICIAN	FN04	1	38.21	3,056.58	79,470.97
				2	39.75	3,180.38	82,689.78
				3	41.78	3,342.70	86,910.10
				4	43.92	3,513.88	91,360.99
				5	46.17	3,693.54	96,031.98
12/20/2025	NCEA	ACCOUNTING TECHNICIAN (ENTRY)	FN03	1	34.74	2,779.28	72,261.27
				2	36.15	2,892.24	75,198.25
				3	37.99	3,039.33	79,022.63
				4	39.94	3,194.84	83,065.93
				5	41.96	3,357.12	87,285.08
12/20/2025	NCEA	ADMINISTRATIVE SECRETARY	G013	1	40.78	3,262.07	84,813.92
				2	42.43	3,394.25	88,250.48
				3	44.59	3,566.87	92,738.64
				4	46.86	3,748.54	97,462.05
				5	49.25	3,939.66	102,431.17
12/20/2025	NCEA	ADVANCED WATER TREATMENT OPERATOR	UT40	1	53.91	4,312.56	112,126.63
				2	56.10	4,487.67	116,679.43
				3	58.96	4,716.59	122,631.23
				4	61.96	4,957.18	128,886.68
				5	65.13	5,210.05	135,461.20
12/20/2025	NCEA	ASSISTANT PLANNER	CD07	1	45.76	3,661.15	95,190.02
				2	47.62	3,809.63	99,050.48
				3	50.05	4,004.20	104,109.29
				4	52.61	4,208.58	109,423.11
				5	55.29	4,423.22	115,003.61
12/20/2025	NCEA	BUILDING INSPECTOR I	CD01	1	41.83	3,346.77	87,016.07
				2	43.54	3,482.93	90,556.29
				3	45.76	3,661.15	95,190.02
				4	48.09	3,847.53	100,035.70
				5	50.55	4,044.16	105,148.06
12/20/2025	NCEA	BUILDING INSPECTOR II	CD02	1	48.82	3,905.31	101,537.97
				2	50.80	4,064.13	105,667.45
				3	53.39	4,271.20	111,051.14
				4	56.11	4,489.19	116,718.98
				5	58.98	4,718.16	122,672.15

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
12/20/2025	NCEA	BUYER	G014	1	34.53	2,762.71	71,830.38
				2	35.93	2,874.50	74,737.10
				3	37.76	3,020.70	78,538.17
				4	39.69	3,174.91	82,547.71
				5	41.71	3,336.43	86,747.06
12/20/2025	NCEA	CODE ENFORCEMENT ASSISTANT	G008	1	34.04	2,722.98	70,797.43
				2	35.42	2,833.70	73,676.19
				3	37.23	2,978.24	77,434.19
				4	39.13	3,130.12	81,383.16
				5	41.12	3,289.62	85,530.11
12/20/2025	NCEA	CODE ENFORCEMENT OFFICER	G005	1	44.17	3,533.86	91,880.39
				2	45.96	3,676.92	95,599.95
				3	48.31	3,864.68	100,481.73
				4	50.77	4,061.45	105,597.58
				5	53.36	4,268.42	110,978.94
12/20/2025	NCEA	COMMUNITY SERVICES OFFICER I	G007	1	32.65	2,611.76	67,905.87
				2	33.97	2,717.92	70,665.84
				3	35.71	2,856.68	74,273.60
				4	37.53	3,002.69	78,070.02
				5	39.45	3,155.65	82,046.95
12/20/2025	NCEA	COMMUNITY SERVICES OFFICER II	G015	1	35.73	2,858.20	74,313.19
				2	37.18	2,974.43	77,335.19
				3	39.08	3,126.18	81,280.67
				4	41.07	3,285.81	85,431.12
				5	43.16	3,452.57	89,766.72
12/20/2025	NCEA	CONCRETE FINISHER	PW27	1	36.74	2,939.24	76,420.31
				2	38.23	3,058.59	79,523.30
				3	40.18	3,214.61	83,579.76
				4	42.23	3,378.58	87,843.18
				5	44.39	3,550.93	92,324.08
12/20/2025	NCEA	CONSTRUCTION INSPECTOR I	PW16	1	42.90	3,432.10	89,234.54
				2	44.64	3,571.40	92,856.27
				3	46.92	3,753.69	97,595.98
				4	49.31	3,944.99	102,569.75
				5	51.82	4,145.25	107,776.44
12/20/2025	NCEA	CONSTRUCTION INSPECTOR II	PW17	1	47.66	3,813.13	99,141.33
				2	49.60	3,967.74	103,161.34
				3	52.13	4,170.11	108,422.76
				4	54.78	4,382.68	113,949.70
				5	57.58	4,606.14	119,759.63
12/20/2025	NCEA	CRIME ANALYSIS TECHNICIAN	PD11	1	39.32	3,145.98	81,795.41
				2	40.92	3,273.90	85,121.35
				3	43.02	3,441.68	89,483.75
				4	45.22	3,617.84	94,063.91
				5	47.53	3,802.78	98,872.31

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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
12/20/2025	NCEA	CUSTODIAN	PW03	1	29.85	2,388.04	62,088.94
				2	31.06	2,485.05	64,611.36
				3	32.64	2,611.54	67,900.04
				4	34.31	2,745.02	71,370.39
				5	36.07	2,885.21	75,015.42
12/20/2025	NCEA	ELECTRICAL SUPERVISOR	PW11	1	56.48	4,518.70	117,486.12
				2	58.78	4,702.17	122,256.52
				3	61.78	4,942.03	128,492.83
				4	64.93	5,194.13	135,047.25
				5	68.24	5,459.08	141,936.02
12/20/2025	NCEA	ELECTRICIAN I	PW01	1	42.64	3,411.36	88,695.34
				2	44.37	3,549.94	92,298.46
				3	46.64	3,731.12	97,009.04
				4	49.02	3,921.39	101,956.04
				5	51.52	4,121.55	107,160.39
12/20/2025	NCEA	ELECTRICIAN II	PW12	1	46.61	3,728.83	96,949.65
				2	48.50	3,879.82	100,875.33
				3	50.98	4,078.20	106,033.11
				4	53.58	4,286.07	111,437.77
				5	56.31	4,504.69	117,121.93
12/20/2025	NCEA	ELECTRICIAN III	PW13	1	51.35	4,108.21	106,813.35
				2	53.43	4,274.69	111,141.98
				3	56.16	4,492.73	116,810.98
				4	59.02	4,721.97	122,771.14
				5	62.04	4,962.80	129,032.89
12/20/2025	NCEA	ENGINEERING AIDE	G001	1	38.43	3,074.36	79,933.30
				2	40.00	3,199.64	83,190.53
				3	42.03	3,362.58	87,427.16
				4	44.17	3,533.86	91,880.39
				5	46.42	3,713.38	96,547.89
12/20/2025	NCEA	ENGINEERING ASSISTANT	G004	1	50.62	4,049.62	105,290.13
				2	52.68	4,214.05	109,565.18
				3	55.37	4,429.40	115,164.33
				4	58.19	4,654.96	121,028.97
				5	61.15	4,892.21	127,197.58
12/20/2025	NCEA	EQUIPMENT MECHANIC ENTRY	PW07	1	32.30	2,584.08	67,186.17
				2	33.62	2,689.25	69,920.53
				3	35.33	2,826.18	73,480.55
				4	37.13	2,970.53	77,233.88
				5	39.03	3,122.64	81,188.68
12/20/2025	NCEA	EQUIPMENT MECHANIC JOURNEY	PW08	1	41.42	3,313.22	86,143.83
				2	43.10	3,447.82	89,643.29
				3	45.30	3,623.89	94,221.11
				4	47.61	3,809.01	99,034.18
				5	50.04	4,002.90	104,075.51

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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
12/20/2025	NCEA	EQUIPMENT MECHANIC MASTER	PW15	1	44.59	3,566.87	92,738.64
				2	46.39	3,711.32	96,494.31
				3	48.76	3,901.10	101,428.50
				4	51.25	4,099.92	106,597.92
				5	53.86	4,309.05	112,035.18
12/20/2025	NCEA	FIRE PREVENTION INSPECTOR I	FD06	1	43.16	3,452.75	89,771.39
				2	44.91	3,592.94	93,416.42
				3	47.20	3,776.09	98,178.24
				4	49.61	3,968.55	103,182.29
				5	52.13	4,170.73	108,439.07
12/20/2025	NCEA	FIRE PREVENTION INSPECTOR II	FD07	1	47.48	3,798.03	98,748.87
				2	49.40	3,952.11	102,754.91
				3	51.92	4,153.58	107,993.04
				4	54.57	4,365.35	113,499.02
				5	57.34	4,587.46	119,274.00
12/20/2025	NCEA	FLEET SHOP SUPERVISOR	PW06	1	51.34	4,107.49	106,794.73
				2	53.43	4,274.69	111,141.98
				3	56.16	4,492.60	116,807.49
				4	59.02	4,721.70	122,764.16
				5	62.03	4,962.40	129,022.42
12/20/2025	NCEA	HEAVY EQUIPMENT OPERATOR	G003	1	39.44	3,155.56	82,044.62
				2	41.04	3,283.48	85,370.56
				3	43.14	3,451.36	89,735.28
				4	45.34	3,627.38	94,311.95
				5	47.66	3,812.41	99,122.70
12/20/2025	NCEA	HEAVY EQUIPMENT OPERATOR TRAINEE	G026	1	33.61	2,688.51	69,901.17
				2	34.97	2,797.67	72,739.45
				3	36.75	2,940.38	76,449.89
				4	38.63	3,090.37	80,349.60
				5	40.60	3,248.01	84,448.23
12/20/2025	NCEA	HOMELESS INTERVENTION COORDINATOR	PD22	1	37.42	2,993.42	77,828.96
				2	38.94	3,114.98	80,989.54
				3	40.92	3,273.81	85,119.03
				4	43.01	3,440.79	89,460.46
				5	45.20	3,616.36	94,025.47
12/20/2025	NCEA	HOUSING REHABILITATION SPECIALIST	CD06	1	45.24	3,619.23	94,100.00
				2	47.08	3,766.32	97,924.37
				3	49.48	3,958.25	102,914.45
				4	52.01	4,160.48	108,172.38
				5	54.65	4,372.33	113,680.69
12/20/2025	NCEA	HOUSING SPECIALIST	CD04	1	35.74	2,859.14	74,337.66
				2	37.19	2,975.37	77,359.65
				3	39.09	3,127.43	81,313.28
				4	41.08	3,286.31	85,443.94
				5	43.18	3,454.04	89,805.15

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
12/20/2025	NCEA	HUMAN RESOURCES COORDINATOR	HR01	1	39.35	3,147.95	81,846.65
				2	40.95	3,276.00	85,176.08
				3	43.03	3,442.76	89,511.69
				4	45.23	3,618.07	94,069.73
				5	47.54	3,802.92	98,875.82
12/20/2025	NCEA	MAINTENANCE CRAFTSWORKER	PW02	1	40.45	3,236.14	84,139.64
				2	42.09	3,367.38	87,551.76
				3	44.23	3,538.65	92,004.99
				4	46.49	3,718.84	96,689.96
				5	48.86	3,908.71	101,626.46
12/20/2025	NCEA	MAINTENANCE LABORER	G016	1	24.63	1,970.05	51,221.41
				2	25.63	2,050.00	53,300.12
				3	26.93	2,154.68	56,021.67
				4	28.31	2,264.55	58,878.29
				5	29.75	2,380.24	61,886.33
12/20/2025	NCEA	OFFICE ASSISTANT I	G009	1	27.06	2,165.12	56,293.01
				2	28.16	2,252.50	58,565.04
				3	29.59	2,367.39	61,552.09
				4	31.10	2,487.74	64,681.23
				5	32.69	2,614.94	67,988.54
12/20/2025	NCEA	OFFICE ASSISTANT II	G010	1	29.80	2,383.92	61,981.82
				2	31.01	2,480.89	64,503.06
				3	32.59	2,607.51	67,795.23
				4	34.25	2,740.18	71,244.62
				5	36.00	2,879.83	74,875.67
12/20/2025	NCEA	PARK MAINTENANCE WORKER I	PR01	1	31.55	2,524.20	65,629.18
				2	32.84	2,627.08	68,304.13
				3	34.51	2,761.18	71,790.79
				4	36.27	2,901.60	75,441.64
				5	38.12	3,049.28	79,281.15
12/20/2025	NCEA	PARK MAINTENANCE WORKER II	PR02	1	34.95	2,795.99	72,695.64
				2	36.37	2,909.80	75,654.76
				3	38.22	3,057.88	79,504.75
				4	40.17	3,213.88	83,560.86
				5	42.23	3,378.17	87,832.42
12/20/2025	NCEA	PARK MAINTENANCE WORKER III	PR03	1	38.43	3,074.63	79,940.29
				2	40.00	3,199.77	83,194.03
				3	42.03	3,362.54	87,425.99
				4	44.17	3,533.46	91,869.90
				5	46.42	3,713.47	96,550.21
12/20/2025	NCEA	PARK RANGER I	PR06	1	31.54	2,523.44	65,609.38
				2	32.83	2,626.01	68,276.18
				3	34.50	2,760.06	71,761.68
				4	36.26	2,901.15	75,430.00
				5	38.11	3,048.96	79,273.00

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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
12/20/2025	NCEA	PARK RANGER II	PR07	1	34.02	2,721.59	70,761.32
				2	35.40	2,832.27	73,638.93
				3	37.21	2,976.76	77,395.75
				4	39.11	3,128.78	81,348.22
				5	41.09	3,287.56	85,476.54
12/20/2025	NCEA	PARKING ENFORCEMENT OFFICER	G006	1	32.65	2,611.76	67,905.87
				2	33.97	2,717.87	70,664.68
				3	35.71	2,856.68	74,273.60
				4	37.53	3,002.69	78,070.02
				5	39.45	3,155.65	82,046.95
12/20/2025	NCEA	PARKS, TREES, & FACILITIES SUPERVISOR	PR04	1	45.83	3,666.62	95,332.09
				2	47.69	3,815.23	99,196.06
				3	50.12	4,009.76	104,253.67
				4	52.68	4,214.05	109,565.18
				5	55.37	4,429.40	115,164.33
12/20/2025	NCEA	PAYROLL SPECIALIST	FN05	1	40.60	3,248.01	84,448.23
				2	42.25	3,379.87	87,876.67
				3	44.40	3,552.22	92,357.84
				4	46.67	3,733.45	97,069.60
				5	49.05	3,923.94	102,022.41
12/20/2025	NCEA	PERMIT TECHNICIAN	CD09	1	39.36	3,148.40	81,858.30
				2	40.95	3,276.36	85,185.40
				3	43.05	3,443.83	89,539.64
				4	45.25	3,619.86	94,116.31
				5	47.57	3,805.60	98,945.68
12/20/2025	NCEA	PLANNING AIDE	CD05	1	37.16	2,973.09	77,300.26
				2	38.67	3,093.21	80,423.57
				3	40.64	3,251.59	84,541.40
				4	42.71	3,417.14	88,845.57
				5	44.89	3,591.15	93,369.84
12/20/2025	NCEA	PLANS EXAMINER	CD08	1	53.70	4,295.97	111,695.14
				2	55.87	4,469.93	116,218.24
				3	58.73	4,698.32	122,156.25
				4	61.72	4,937.72	128,380.75
				5	64.88	5,190.11	134,942.97
12/20/2025	NCEA	PLANT MAINTENANCE ELECTRICIAN	UT19	1	47.47	3,797.37	98,731.70
				2	49.39	3,951.56	102,740.62
				3	51.91	4,153.13	107,981.42
				4	54.56	4,364.98	113,489.55
				5	57.35	4,587.64	119,278.66
12/20/2025	NCEA	POLICE FORENSIC SPECIALIST	PD06	1	41.27	3,301.44	85,837.55
				2	42.94	3,434.83	89,305.56
				3	45.12	3,609.56	93,848.46
				4	47.42	3,793.82	98,639.40
				5	49.84	3,987.14	103,665.58

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
12/20/2025	NCEA	POLICE OFFICER TRAINEE	PD10	1	34.02	2,721.59	70,761.32
				2	35.40	2,832.27	73,638.93
				3	37.21	2,976.76	77,395.75
				4	39.11	3,128.78	81,348.22
				5	41.09	3,287.56	85,476.54
12/20/2025	NCEA	POLICE PROPERTY TECHNICIAN	PD14	1	36.24	2,899.05	75,375.26
				2	37.71	3,016.94	78,440.36
				3	39.64	3,170.84	82,441.73
				4	41.66	3,332.75	86,651.57
				5	43.77	3,501.88	91,048.90
12/20/2025	NCEA	POLICE RECORDS SPECIALIST I	PD15	1	27.96	2,237.00	58,162.11
				2	29.10	2,327.84	60,523.80
				3	30.58	2,446.62	63,612.19
				4	32.14	2,571.32	66,854.27
				5	33.78	2,702.55	70,266.40
12/20/2025	NCEA	POLICE RECORDS SPECIALIST II	PD16	1	30.77	2,461.31	63,994.16
				2	32.02	2,561.29	66,593.43
				3	33.65	2,691.94	69,990.40
				4	35.37	2,829.22	73,559.74
				5	37.17	2,973.62	77,314.25
12/20/2025	NCEA	POLICE RECORDS SUPERVISOR	PD21	1	42.76	3,421.03	88,946.90
				2	44.50	3,559.97	92,559.30
				3	46.77	3,741.60	97,281.55
				4	49.15	3,932.05	102,233.20
				5	51.65	4,132.17	107,436.38
12/20/2025	NCEA	PUBLIC SAFETY DISPATCH CALL TAKER	PD13	1	36.88	2,950.07	76,701.69
				2	38.38	3,070.28	79,827.31
				3	40.33	3,226.78	83,896.25
				4	42.39	3,391.29	88,173.62
				5	44.56	3,564.95	92,688.58
12/20/2025	NCEA	PUBLIC SAFETY DISPATCH SUPERVISOR	PD09	1	48.65	3,892.00	101,192.10
				2	50.62	4,049.93	105,298.28
				3	53.21	4,256.73	110,675.00
				4	55.93	4,474.10	116,326.54
				5	58.78	4,702.62	122,268.06
12/20/2025	NCEA	PUBLIC SAFETY DISPATCHER I	PD07	1	40.59	3,246.85	84,417.98
				2	42.24	3,378.80	87,848.72
				3	44.39	3,550.84	92,321.74
				4	46.65	3,731.79	97,026.52
				5	49.02	3,921.61	101,961.86
12/20/2025	NCEA	PUBLIC SAFETY DISPATCHER II	PD08	1	44.26	3,541.16	92,070.20
				2	46.06	3,684.98	95,809.55
				3	48.42	3,873.46	100,709.96
				4	50.88	4,070.58	105,835.14
				5	53.48	4,278.32	111,236.31

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
12/20/2025	NCEA	RECREATION COORDINATOR	PR05	1	35.73	2,858.20	74,313.19
				2	37.18	2,974.48	77,336.36
				3	39.08	3,126.05	81,277.18
				4	41.07	3,285.81	85,431.12
				5	43.16	3,452.61	89,767.89
12/20/2025	NCEA	SCALE HOUSE ATTENDANT	UT15	1	28.40	2,271.76	59,065.79
				2	29.55	2,363.98	61,463.60
				3	31.05	2,484.25	64,590.40
				4	32.64	2,610.96	67,884.91
				5	34.30	2,744.25	71,350.58
12/20/2025	NCEA	SCALE HOUSE SUPERVISOR	UT58	1	38.22	3,057.21	79,487.40
				2	39.77	3,181.46	82,718.07
				3	41.79	3,343.27	86,924.89
				4	43.93	3,514.33	91,372.51
				5	46.16	3,692.83	96,013.59
12/20/2025	NCEA	SECRETARY	G011	1	36.17	2,893.54	75,232.02
				2	37.63	3,010.53	78,273.82
				3	39.56	3,164.57	82,278.69
				4	41.57	3,325.41	86,460.58
				5	43.68	3,494.67	90,861.40
12/20/2025	NCEA	SENIOR BUILDING INSPECTOR	CD03	1	53.70	4,295.97	111,695.14
				2	55.87	4,469.93	116,218.24
				3	58.73	4,698.32	122,156.25
				4	61.72	4,937.72	128,380.75
				5	64.88	5,190.11	134,942.97
12/20/2025	NCEA	SENIOR CONSTRUCTION INSPECTOR	PW14	1	53.70	4,295.97	111,695.14
				2	55.87	4,469.93	116,218.24
				3	58.73	4,698.32	122,156.25
				4	61.72	4,937.72	128,380.75
				5	64.88	5,190.11	134,942.97
12/20/2025	NCEA	SENIOR ENGINEERING AIDE	G002	1	42.09	3,367.38	87,551.76
				2	43.79	3,503.54	91,091.98
				3	46.02	3,681.71	95,724.55
				4	48.38	3,870.28	100,627.28
				5	50.84	4,067.54	105,755.95
12/20/2025	NCEA	SENIOR HOUSING SPECIALIST	CD25	1	40.45	3,236.14	84,139.64
				2	42.09	3,367.38	87,551.76
				3	44.23	3,538.65	92,004.99
				4	46.49	3,718.84	96,689.96
				5	48.86	3,908.71	101,626.46
12/20/2025	NCEA	SENIOR OFFICE ASSISTANT	G012	1	36.17	2,893.54	75,232.02
				2	37.63	3,010.53	78,273.82
				3	39.56	3,164.57	82,278.69
				4	41.57	3,325.41	86,460.58
				5	43.68	3,494.67	90,861.40

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
12/20/2025	NCEA	SENIOR PARK RANGER	PR08	1	37.42	2,993.42	77,828.96
				2	38.94	3,114.98	80,989.54
				3	40.92	3,273.81	85,119.03
				4	43.01	3,440.79	89,460.46
				5	45.20	3,616.36	94,025.47
12/20/2025	NCEA	SENIOR PERMIT TECHNICIAN	CD26	1	43.31	3,465.07	90,091.82
				2	45.07	3,605.77	93,749.90
				3	47.37	3,789.70	98,532.09
				4	49.79	3,983.01	103,558.21
				5	52.33	4,186.18	108,840.72
12/20/2025	NCEA	SENIOR POLICE RECORDS SPECIALIST	PD17	1	36.17	2,893.54	75,232.02
				2	37.63	3,010.53	78,273.82
				3	39.56	3,164.57	82,278.69
				4	41.57	3,325.41	86,460.58
				5	43.68	3,494.67	90,861.40
12/20/2025	NCEA	SENIOR FIRE PREVENTION INSPECTOR	FD11	1	54.59	4,366.80	113,536.90
				2	56.80	4,544.11	118,146.83
				3	59.70	4,775.91	124,173.61
				4	62.74	5,019.53	130,507.67
				5	65.94	5,275.57	137,164.94
12/20/2025	NCEA	SENIOR SCALE HOUSE ATTENDANT	UT21	1	34.74	2,779.28	72,261.27
				2	36.15	2,892.24	75,198.25
				3	37.99	3,039.33	79,022.63
				4	39.94	3,194.84	83,065.93
				5	41.96	3,357.12	87,285.08
12/20/2025	NCEA	SENIOR WATER LABORATORY ANALYST	UT41	1	48.07	3,845.42	99,980.97
				2	50.02	4,001.56	104,040.60
				3	52.57	4,205.68	109,347.72
				4	55.25	4,420.21	114,925.56
				5	58.07	4,645.69	120,787.91
12/20/2025	NCEA	SENIOR WATER TREATMENT OPERATOR	UT42	1	56.60	4,528.19	117,732.93
				2	58.90	4,712.05	122,513.34
				3	61.91	4,952.41	128,762.75
				4	65.06	5,205.04	135,330.97
				5	68.38	5,470.55	142,234.20
12/20/2025	NCEA	STORMWATER PROGRAM COORDINATOR	PW29	1	53.70	4,295.97	111,695.14
				2	55.88	4,470.50	116,233.06
				3	58.73	4,698.54	122,162.11
				4	61.73	4,938.22	128,393.61
				5	64.88	5,190.11	134,942.97
12/20/2025	NCEA	STREET FIELD SUPERVISOR	PW04	1	49.36	3,948.75	102,667.56
				2	51.35	4,108.39	106,818.02
				3	53.97	4,317.96	112,266.93
				4	56.73	4,538.46	117,999.99
				5	59.63	4,770.25	124,026.51

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
12/20/2025	NCEA	STREET MAINTENANCE WORKER I	PW09	1	30.86	2,469.11	64,196.79
				2	32.12	2,569.57	66,808.85
				3	33.75	2,700.27	70,207.00
				4	35.47	2,837.73	73,780.99
				5	37.29	2,982.99	77,557.62
12/20/2025	NCEA	STREET MAINTENANCE WORKER II	PW10	1	34.99	2,799.44	72,785.32
				2	36.41	2,912.62	75,728.11
				3	38.27	3,061.28	79,593.24
				4	40.22	3,217.60	83,657.52
				5	42.27	3,381.71	87,924.42
12/20/2025	NCEA	STREET MAINTENANCE WORKER III	PW05	1	38.44	3,075.52	79,963.58
				2	40.01	3,200.71	83,218.48
				3	42.04	3,363.48	87,450.45
				4	44.18	3,534.49	91,896.69
				5	46.43	3,714.59	96,579.32
12/20/2025	NCEA	SUPERVISING ENGINEERING ASSISTANT	G017	1	53.70	4,295.97	111,695.14
				2	55.87	4,469.93	116,218.24
				3	58.73	4,698.32	122,156.25
				4	61.72	4,937.72	128,380.75
				5	64.88	5,190.11	134,942.97
12/20/2025	NCEA	TELECOMMUNICATIONS SUPERVISOR	IT02	1	52.88	4,230.69	109,997.94
				2	55.03	4,402.47	114,464.29
				3	57.84	4,627.04	120,303.12
				4	60.79	4,863.07	126,439.79
				5	63.89	5,111.13	132,889.49
12/20/2025	NCEA	TELECOMMUNICATIONS TECHNICIAN	IT01	1	46.61	3,728.83	96,949.65
				2	48.50	3,879.82	100,875.33
				3	50.98	4,078.20	106,033.11
				4	53.58	4,286.07	111,437.77
				5	56.31	4,504.69	117,121.93
12/20/2025	NCEA	UTILITIES INVENTORY SPECIALIST	UT43	1	34.56	2,764.58	71,879.19
				2	35.96	2,876.84	74,797.79
				3	37.79	3,023.59	78,613.21
				4	39.72	3,177.82	82,623.26
				5	41.75	3,339.92	86,837.90
12/20/2025	NCEA	UTILITIES PROGRAM COMPLIANCE COORDINATOR	UT34	1	44.17	3,533.86	91,880.39
				2	45.96	3,676.92	95,599.95
				3	48.31	3,864.68	100,481.73
				4	50.77	4,061.45	105,597.58
				5	53.36	4,268.42	110,978.94
12/20/2025	NCEA	WASTE PREVENTION SPECIALIST	UT20	1	44.17	3,533.86	91,880.39
				2	45.96	3,676.92	95,599.95
				3	48.31	3,864.68	100,481.73
				4	50.77	4,061.45	105,597.58
				5	53.36	4,268.42	110,978.94

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
12/20/2025	NCEA	WATER CONSERVATION SPECIALIST	UT33	1	44.17	3,533.86	91,880.39
				2	45.96	3,676.92	95,599.95
				3	48.31	3,864.68	100,481.73
				4	50.77	4,061.45	105,597.58
				5	53.36	4,268.42	110,978.94
12/20/2025	NCEA	WATER DISTRIBUTION EQUIPMENT OPERATOR	UT44	1	42.74	3,419.29	88,901.43
				2	44.48	3,558.12	92,511.19
				3	46.75	3,739.62	97,230.20
				4	49.13	3,930.38	102,189.91
				5	51.64	4,130.87	107,402.61
12/20/2025	NCEA	WATER DISTRIBUTION OPERATOR I	UT45	1	34.57	2,765.92	71,913.90
				2	35.98	2,878.23	74,833.89
				3	37.81	3,025.04	78,651.16
				4	39.74	3,179.35	82,663.17
				5	41.77	3,341.53	86,879.82
12/20/2025	NCEA	WATER DISTRIBUTION OPERATOR II	UT46	1	39.76	3,180.82	82,701.37
				2	41.37	3,309.98	86,059.36
				3	43.49	3,478.82	90,449.26
				4	45.70	3,656.27	95,063.09
				5	48.03	3,842.78	99,912.26
12/20/2025	NCEA	WATER DISTRIBUTION OPERATOR III	UT47	1	42.74	3,419.29	88,901.43
				2	44.48	3,558.12	92,511.19
				3	46.75	3,739.62	97,230.20
				4	49.13	3,930.38	102,189.91
				5	51.64	4,130.87	107,402.61
12/20/2025	NCEA	WATER DISTRIBUTION OPERATOR LEAD	UT48	1	47.02	3,761.23	97,791.86
				2	48.92	3,913.95	101,762.60
				3	51.42	4,113.60	106,953.52
				4	54.04	4,323.43	112,409.23
				5	56.80	4,543.97	118,143.24
12/20/2025	NCEA	WATER DISTRIBUTION SUPERVISOR	UT49	1	54.07	4,325.39	112,460.15
				2	56.26	4,501.02	117,026.50
				3	59.13	4,730.62	122,996.03
				4	62.15	4,971.93	129,270.05
				5	65.32	5,225.54	135,864.13
12/20/2025	NCEA	WATER LABORATORY ANALYST	UT50	1	43.70	3,495.85	90,891.97
				2	45.47	3,637.79	94,582.55
				3	47.79	3,823.35	99,407.22
				4	50.23	4,018.38	104,477.97
				5	52.79	4,223.36	109,807.41
12/20/2025	NCEA	WATER PLANT MAINTENANCE ELECTRICIAN	UT51	1	48.31	3,864.85	100,486.09
				2	50.27	4,021.78	104,566.23
				3	52.84	4,226.93	109,900.15
				4	55.53	4,442.54	115,506.16
				5	58.36	4,669.16	121,398.13

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
12/20/2025	NCEA	WATER PLANT MAINTENANCE MECHANIC I	UT52	1	41.59	3,327.19	86,507.00
				2	43.28	3,462.29	90,019.53
				3	45.49	3,638.90	94,611.44
				4	47.81	3,824.52	99,437.57
				5	50.25	4,019.61	104,509.88
12/20/2025	NCEA	WATER PLANT MAINTENANCE MECHANIC II	UT53	1	45.75	3,659.90	95,157.41
				2	47.61	3,808.51	99,021.19
				3	50.03	4,002.78	104,072.26
				4	52.59	4,206.96	109,380.99
				5	55.27	4,421.56	114,960.53
12/20/2025	NCEA	WATER PLANT MAINTENANCE MECHANIC LEAD	UT54	1	50.32	4,025.90	104,673.44
				2	52.37	4,189.37	108,923.60
				3	55.04	4,403.07	114,479.81
				4	57.85	4,627.67	120,319.43
				5	60.80	4,863.73	126,456.92
12/20/2025	NCEA	WATER SERVICES WORKER	UT01	1	38.25	3,059.98	79,559.49
				2	39.80	3,183.87	82,780.62
				3	41.83	3,346.15	86,999.77
				4	43.97	3,517.33	91,450.66
				5	46.21	3,696.90	96,119.33
12/20/2025	NCEA	WATER TREATMENT OPERATOR	UT55	1	51.34	4,107.21	106,787.36
				2	53.42	4,273.98	111,123.36
				3	56.15	4,491.99	116,791.78
				4	59.01	4,721.13	122,749.32
				5	62.02	4,961.95	129,010.77
12/20/2025	NCEA	WATER TREATMENT OPERATOR TRAINEE	UT56	1	42.78	3,422.66	88,989.14
				2	44.52	3,561.63	92,602.47
				3	46.79	3,743.31	97,326.13
				4	49.18	3,934.26	102,290.75
				5	51.69	4,134.95	107,508.60
12/20/2025	NCEA	WATERSHED AND FACILITIES MAINTENANCE WORKER	UT57	1	39.76	3,180.82	82,701.37
				2	41.37	3,309.98	86,059.36
				3	43.49	3,478.82	90,449.26
				4	45.70	3,656.27	95,063.09
				5	48.03	3,842.78	99,912.26

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
12/20/2025	NCEX	LEGAL ASSISTANT	CA06	1	40.76	3,261.01	84,786.36
				2	42.42	3,393.42	88,229.04
				3	44.58	3,566.52	92,729.60
				4	46.86	3,748.45	97,459.74
				5	49.25	3,939.66	102,431.17
12/20/2025	NCEX	SECRETARY TO THE CITY MANAGER	CM01	1	42.68	3,414.18	88,768.70
				2	44.41	3,553.03	92,378.80
				3	46.68	3,734.74	97,103.36
				4	49.07	3,925.33	102,058.52
				5	51.57	4,125.45	107,261.71

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
12/20/2025	NCFA	FIREFIGHTER	FD01	1	36.93	4,136.52	107,549.61
				2	38.74	4,339.15	112,817.90
				3	40.42	4,527.43	117,713.05
				4	42.36	4,744.19	123,348.98
				5	44.31	4,962.23	129,018.03
				6	46.49	5,206.94	135,380.40
12/20/2025	NCFA	FIREFIGHTER/PARAMEDIC	FD03	1	40.60	4,547.47	118,234.15
				2	42.58	4,768.78	123,988.19
				3	44.46	4,979.09	129,456.33
				4	46.59	5,218.57	135,682.89
				5	48.72	5,456.15	141,859.78
				6	51.06	5,718.18	148,672.57
12/20/2025	NCFA	FIRE CAPTAIN	FD02	1	44.67	5,003.08	130,080.09
				2	46.83	5,244.47	136,356.33
				3	48.89	5,475.38	142,359.89
				4	51.25	5,740.21	149,245.55
				5	53.57	5,999.65	155,991.00
				6	56.16	6,289.54	163,528.01

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
12/20/2025	NCFO	FIRE BATTALION CHIEF	FD05	1	59.61	6,676.29	173,583.45
				2	62.03	6,947.33	180,630.55
				3	65.19	7,301.83	189,847.64
				4	68.52	7,674.25	199,530.40
				5	72.01	8,065.67	209,707.42
				6	75.62	8,468.95	220,192.80
12/20/2025	NCFO	DEPUTY FIRE CHIEF	FD12	1	95.97	7,677.73	199,620.97
				2	99.87	7,989.45	207,725.61
				3	104.96	8,396.99	218,321.86
				4	110.32	8,825.29	229,457.63
				5	115.94	9,275.49	241,162.70
				6	121.74	9,739.26	253,220.82

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
08/30/2025	NPOA	POLICE OFFICER	PD01	1	55.36	4,428.80	115,148.78
				2	58.08	4,646.43	120,807.09
				3	60.99	4,879.39	126,864.15
				4	64.11	5,128.59	133,343.36
				5	67.35	5,387.64	140,078.74
				6	70.71	5,657.03	147,082.68
08/30/2025	NPOA	POLICE SERGEANT	PD02	1	68.17	5,453.79	141,798.51
				2	71.60	5,728.18	148,932.66
				3	75.09	6,007.37	156,191.56
				4	78.90	6,311.96	164,110.96
				5	82.76	6,621.01	172,146.20
				6	86.90	6,952.06	180,753.51

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
08/30/2025	PMU	POLICE LIEUTENANT	PD04	1	85.22	6,817.23	177,248.01
				2	89.50	7,160.23	186,165.89
				3	93.87	7,509.22	195,239.71
				4	98.62	7,889.96	205,138.83
				5	103.45	8,276.26	215,182.75
				6	108.63	8,690.07	225,941.91
08/30/2025	PMU	POLICE CAPTAIN	PD05	1	98.00	7,839.82	203,835.21
				2	102.93	8,234.26	214,090.78
				3	107.95	8,635.60	224,525.66
				4	113.42	9,073.45	235,909.66
				5	118.97	9,517.70	247,460.16
				6	124.92	9,993.58	259,833.20

EXHIBIT A
City of Napa Salary Table Full-Time
Executives

Effective Date	Description	Job Class	Minimum Pay Rate	Maximum Pay Rate
12/20/2025	ASSISTANT CITY MANAGER	CM06	217,749.04	261,298.84
12/20/2025	CITY ATTORNEY	CA04	261,731.26	316,200.00
12/20/2025	CITY CLERK	CC04	144,914.72	173,897.67
12/20/2025	CITY MANAGER	CM04	253,150.05	303,780.07
12/20/2025	COMMUNITY RESOURCES AND DEVELOPMENT DIRECTOR	CD24	207,380.04	248,856.04
12/20/2025	DEPUTY CITY MANAGER	CM03	192,387.36	232,424.89
12/20/2025	FINANCE DIRECTOR	FN13	194,727.45	233,672.94
12/20/2025	FIRE CHIEF	FD10	241,109.34	289,331.21
12/20/2025	HUMAN RESOURCES DIRECTOR	HR04	194,727.45	233,672.94
12/20/2025	PARKS AND RECREATION SERVICES DIRECTOR	PR12	207,380.04	248,856.04
12/20/2025	POLICE CHIEF	PD20	253,860.44	306,691.07
12/20/2025	PUBLIC WORKS DIRECTOR	PW26	207,380.04	248,856.04
12/20/2025	UTILITIES DIRECTOR	UT31	207,380.04	248,856.04