

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
06/20/2026	AMPR	ACCOUNTANT I	FN14	1	48.55	3,884.39	100,994.06
				2	50.53	4,042.08	105,094.04
				3	53.10	4,248.26	110,454.81
				4	55.81	4,464.94	116,088.36
				5	58.66	4,692.71	122,010.43
06/20/2026	AMPR	ACCOUNTANT II	FN15	1	53.40	4,271.98	111,071.39
				2	55.58	4,446.00	115,596.11
				3	58.41	4,672.51	121,485.24
				4	61.39	4,911.02	127,686.55
				5	64.52	5,161.49	134,198.81
06/20/2026	AMPR	ACCOUNTING SUPERVISOR	FN16	1	67.56	5,404.88	140,526.92
				2	70.31	5,624.46	146,235.93
				3	73.89	5,911.15	153,689.78
				4	77.65	6,212.33	161,520.66
				5	81.62	6,529.47	169,766.31
06/20/2026	AMPR	ADMINISTRATIVE ASSISTANT	G023	1	45.98	3,678.55	95,642.27
				2	47.84	3,827.27	99,508.89
				3	50.29	4,023.03	104,598.88
				4	52.85	4,227.75	109,921.52
				5	55.54	4,443.08	115,520.17
06/20/2026	AMPR	ADMINISTRATIVE SERVICES MANAGER	G025	1	62.63	5,010.55	130,274.34
				2	65.18	5,214.11	135,566.82
				3	68.50	5,479.88	142,476.85
				4	71.99	5,759.09	149,736.41
				5	75.66	6,053.09	157,380.46
06/20/2026	AMPR	ASSET MANAGEMENT SYSTEMS COORDINATOR	UT35	1	58.30	4,663.75	121,257.43
				2	60.66	4,853.12	126,181.11
				3	63.76	5,100.72	132,618.65
				4	67.01	5,360.88	139,382.83
				5	70.43	5,634.34	146,492.94
06/20/2026	AMPR	ASSISTANT ENGINEER	G021	1	55.14	4,411.37	114,695.58
				2	57.38	4,590.45	119,351.61
				3	60.31	4,824.41	125,434.61
				4	63.38	5,070.63	131,836.35
				5	66.62	5,329.53	138,567.85
06/20/2026	AMPR	ASSISTANT HOUSING MANAGER	CD16	1	61.55	4,924.33	128,032.47
				2	64.05	5,124.31	133,232.16
				3	67.32	5,385.91	140,033.69
				4	70.76	5,660.86	147,182.36
				5	74.37	5,949.86	154,696.25
06/20/2026	AMPR	ASSISTANT HUMAN RESOURCES DIRECTOR	HR05	1	82.32	6,585.82	171,231.29
				2	85.67	6,853.37	178,187.69
				3	90.03	7,202.70	187,270.13
				4	94.62	7,569.69	196,812.04
				5	99.45	7,956.13	206,859.30

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EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PAY PERIOD	ANNUAL SALARY
06/20/2026	AMPR	ASSOCIATE CIVIL ENGINEER	G019	1	63.42	5,073.57	131,912.81
				2	65.99	5,279.26	137,260.64
				3	69.36	5,548.45	144,259.70
				4	72.90	5,831.68	151,623.74
				5	76.61	6,128.81	159,348.95
06/20/2026	AMPR	ASSOCIATE PLANNER	CD10	1	52.91	4,233.08	110,060.18
				2	55.06	4,404.69	114,521.88
				3	57.87	4,629.80	120,374.88
				4	60.82	4,865.43	126,501.11
				5	63.92	5,113.84	132,959.72
06/20/2026	AMPR	BUDGET ANALYST I	FN17	1	49.22	3,937.30	102,369.69
				2	51.21	4,097.14	106,525.53
				3	53.83	4,306.13	111,959.32
				4	56.57	4,525.75	117,669.61
				5	59.46	4,756.63	123,672.34
06/20/2026	AMPR	BUDGET ANALYST II	FN18	1	54.13	4,330.50	112,593.06
				2	56.34	4,506.91	117,179.78
				3	59.21	4,736.52	123,149.59
				4	62.23	4,978.30	129,435.84
				5	65.40	5,232.20	136,037.33
06/20/2026	AMPR	BUDGET OFFICER	FN21	1	71.46	5,716.91	148,639.76
				2	74.36	5,949.05	154,675.26
				3	78.16	6,252.54	162,566.12
				4	82.14	6,571.48	170,858.39
				5	86.33	6,906.70	179,574.28
06/20/2026	AMPR	CHIEF BUILDING OFFICIAL	CD12	1	78.67	6,293.93	163,642.22
				2	81.87	6,549.92	170,297.86
				3	86.05	6,883.88	178,980.76
				4	90.43	7,234.46	188,095.94
				5	95.04	7,603.10	197,680.66
06/20/2026	AMPR	COMMUNICATIONS MANAGER	PD18	1	69.87	5,589.33	145,322.57
				2	72.70	5,815.97	151,215.32
				3	76.41	6,112.71	158,930.49
				4	80.31	6,424.79	167,044.61
				5	84.41	6,752.40	175,562.50
06/20/2026	AMPR	COMPLIANCE PROGRAMS MANAGER	CD23	1	75.73	6,058.65	157,524.94
				2	78.81	6,304.66	163,921.09
				3	82.83	6,626.26	172,282.71
				4	87.05	6,964.26	181,070.85
				5	91.49	7,319.51	190,307.30
06/20/2026	AMPR	CONSTRUCTION MANAGER	PW24	1	65.56	5,244.94	136,368.36
				2	68.23	5,458.14	141,911.56
				3	71.71	5,736.65	149,153.03
				4	75.36	6,029.17	156,758.53
				5	79.21	6,337.13	164,765.37

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06/20/2026	AMPR	CONSTRUCTION MANAGER - PROFESSIONAL ENGINEER	PW25	1	66.89	5,350.86	139,122.47
				2	69.60	5,568.38	144,777.79
				3	73.15	5,852.36	152,161.48
				4	76.88	6,150.49	159,912.81
				5	80.80	6,464.06	168,065.51
06/20/2026	AMPR	CONTROL SYSTEMS ANALYST	UT29	1	53.85	4,307.76	112,001.89
				2	56.03	4,482.40	116,542.28
				3	58.90	4,711.77	122,506.13
				4	61.91	4,952.42	128,762.88
				5	65.06	5,204.88	135,326.96
06/20/2026	AMPR	DEPUTY CITY CLERK	CC02	1	53.40	4,271.98	111,071.39
				2	55.58	4,446.00	115,596.11
				3	58.41	4,672.51	121,485.24
				4	61.39	4,911.02	127,686.55
				5	64.52	5,161.49	134,198.81
06/20/2026	AMPR	DEPUTY FINANCE DIRECTOR	FN19	1	82.19	6,575.38	170,959.85
				2	85.53	6,842.40	177,902.29
				3	89.89	7,191.01	186,966.14
				4	94.47	7,557.42	196,492.84
				5	99.28	7,942.74	206,511.18
06/20/2026	AMPR	DEPUTY PUBLIC WORKS DIRECTOR - ENGINEERING	PW19	1	89.72	7,177.98	186,627.36
				2	93.37	7,469.45	194,205.68
				3	98.13	7,850.43	204,111.20
				4	103.14	8,250.88	214,523.00
				5	108.40	8,671.80	225,466.77
06/20/2026	AMPR	DEPUTY UTILITIES DIRECTOR	UT30	1	89.72	7,177.98	186,627.36
				2	93.37	7,469.45	194,205.68
				3	98.13	7,850.43	204,111.20
				4	103.14	8,250.88	214,523.00
				5	108.40	8,671.80	225,466.77
06/20/2026	AMPR	ECONOMIC DEVELOPMENT MANAGER	CD18	1	73.17	5,853.80	152,198.71
				2	76.14	6,091.54	158,379.97
				3	80.03	6,402.24	166,458.18
				4	84.11	6,728.74	174,947.32
				5	88.40	7,071.96	183,870.96
06/20/2026	AMPR	ECONOMIC DEVELOPMENT PROGRAM COORDINATOR	CD27	1	63.49	5,078.91	132,051.72
				2	66.06	5,284.94	137,408.51
				3	69.43	5,554.36	144,413.23
				4	72.97	5,837.93	151,786.17
				5	76.69	6,135.42	159,520.89
06/20/2026	AMPR	EMERGENCY MANAGER	FD13	1	62.63	5,010.55	130,274.34
				2	65.18	5,214.11	135,566.82
				3	68.50	5,479.88	142,476.85
				4	71.99	5,759.09	149,736.41
				5	75.66	6,053.09	157,380.46

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06/20/2026	AMPR	FIRE MARSHAL	FD09	1	78.67	6,293.93	163,642.22
				2	81.87	6,549.92	170,297.86
				3	86.05	6,883.88	178,980.76
				4	90.43	7,234.46	188,095.94
				5	95.04	7,603.10	197,680.66
06/20/2026	AMPR	GIS COORDINATOR	IT04	1	58.30	4,663.75	121,257.43
				2	60.66	4,853.12	126,181.11
				3	63.76	5,100.72	132,618.65
				4	67.01	5,360.88	139,382.83
				5	70.43	5,634.34	146,492.94
06/20/2026	AMPR	HOUSING MANAGER	CD15	1	80.29	6,423.40	167,008.45
				2	83.55	6,683.61	173,773.84
				3	87.80	7,023.92	182,621.97
				4	92.27	7,381.62	191,922.13
				5	96.96	7,756.93	201,680.29
06/20/2026	AMPR	HOUSING SUPERVISOR	CM09	1	53.91	4,312.68	112,129.65
				2	56.09	4,487.40	116,672.45
				3	58.96	4,716.69	122,633.90
				4	61.97	4,957.33	128,890.63
				5	65.13	5,210.49	135,472.81
06/20/2026	AMPR	HUMAN RESOURCES MANAGER	HR02	1	74.84	5,987.11	155,664.80
				2	77.88	6,230.34	161,988.80
				3	81.85	6,547.91	170,245.58
				4	86.02	6,881.54	178,920.04
				5	90.41	7,232.84	188,053.91
06/20/2026	AMPR	INFORMATION TECHNOLOGY MANAGER	IT03	1	81.28	6,502.41	169,062.64
				2	84.57	6,765.82	175,911.25
				3	88.88	7,110.32	184,868.23
				4	93.41	7,472.41	194,282.77
				5	98.15	7,852.34	204,160.96
06/20/2026	AMPR	JUNIOR ENGINEER	G020	1	50.13	4,010.75	104,279.39
				2	52.17	4,173.48	108,510.47
				3	54.83	4,386.15	114,039.89
				4	57.62	4,609.43	119,845.19
				5	60.56	4,844.92	125,968.01
06/20/2026	AMPR	MAINTENANCE SUPERINTENDENT	PW23	1	62.59	5,007.15	130,185.78
				2	65.13	5,210.25	135,466.53
				3	68.45	5,476.06	142,377.67
				4	71.94	5,755.06	149,631.56
				5	75.61	6,048.85	157,270.00
06/20/2026	AMPR	MANAGEMENT ANALYST I	G018	1	49.22	3,937.30	102,369.69
				2	51.21	4,097.14	106,525.53
				3	53.83	4,306.13	111,959.32
				4	56.57	4,525.75	117,669.61
				5	59.46	4,756.63	123,672.34

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EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PAY PERIOD	ANNUAL SALARY
06/20/2026	AMPR	MANAGEMENT ANALYST II	G024	1	54.13	4,330.50	112,593.06
				2	56.34	4,506.91	117,179.78
				3	59.21	4,736.52	123,149.59
				4	62.23	4,978.30	129,435.84
				5	65.40	5,232.20	136,037.33
06/20/2026	AMPR	MATERIALS DIVERSION ADMINISTRATOR	UT23	1	62.63	5,010.55	130,274.34
				2	65.18	5,214.11	135,566.82
				3	68.50	5,479.88	142,476.85
				4	71.99	5,759.09	149,736.41
				5	75.66	6,053.09	157,380.46
06/20/2026	AMPR	MATERIALS DIVERSION ANALYST	UT24	1	54.13	4,330.50	112,593.06
				2	56.34	4,506.91	117,179.78
				3	59.21	4,736.52	123,149.59
				4	62.23	4,978.30	129,435.84
				5	65.40	5,232.20	136,037.33
06/20/2026	AMPR	PARKS & URBAN FORESTRY MANAGER	PR10	1	78.78	6,302.08	163,854.17
				2	81.98	6,558.77	170,527.94
				3	86.15	6,892.03	179,192.90
				4	90.53	7,242.78	188,312.24
				5	95.14	7,611.00	197,886.00
06/20/2026	AMPR	PARKS PLANNING MANAGER	PR13	1	58.60	4,687.83	121,883.57
				2	61.68	4,934.56	128,298.50
				3	64.93	5,194.27	135,051.05
				4	68.35	5,467.65	142,158.99
				5	71.94	5,755.42	149,641.05
06/20/2026	AMPR	PLANNING MANAGER	CD14	1	82.53	6,602.19	171,656.91
				2	85.88	6,870.29	178,627.52
				3	90.26	7,220.74	187,739.18
				4	94.86	7,589.05	197,315.38
				5	99.70	7,976.20	207,381.10
06/20/2026	AMPR	POLICE RECORDS BUREAU ADMINISTRATOR	PD19	1	56.84	4,546.89	118,219.17
				2	59.15	4,731.81	123,026.95
				3	62.17	4,973.61	129,313.88
				4	65.34	5,227.59	135,917.40
				5	68.67	5,493.66	142,835.08
06/20/2026	AMPR	PRINCIPAL MANAGEMENT ANALYST	G027	1	62.63	5,010.55	130,274.34
				2	65.18	5,214.11	135,566.82
				3	68.50	5,479.88	142,476.85
				4	71.99	5,759.09	149,736.41
				5	75.66	6,053.09	157,380.46
06/20/2026	AMPR	PRINCIPAL PLANNER	CD28	1	63.42	5,073.57	131,912.81
				2	65.99	5,279.26	137,260.64
				3	69.36	5,548.45	144,259.70
				4	72.90	5,831.68	151,623.74
				5	76.61	6,128.81	159,348.95

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06/20/2026	AMPR	PUBLIC WORKS OPERATIONS MANAGER	PW20	1	78.78	6,302.08	163,854.17
				2	81.98	6,558.77	170,527.94
				3	86.15	6,892.03	179,192.90
				4	90.53	7,242.78	188,312.24
				5	95.14	7,611.00	197,886.00
06/20/2026	AMPR	PURCHASING AGENT	FN22	1	50.95	4,076.39	105,986.20
				2	53.02	4,241.75	110,285.53
				3	55.72	4,457.78	115,902.25
				4	58.57	4,685.21	121,815.50
				5	61.57	4,925.25	128,056.57
06/20/2026	AMPR	PURCHASING SERVICES MANAGER	FN11	1	62.63	5,010.55	130,274.34
				2	65.18	5,214.11	135,566.82
				3	68.50	5,479.88	142,476.85
				4	71.99	5,759.09	149,736.41
				5	75.66	6,053.09	157,380.46
06/20/2026	AMPR	RECREATION MANAGER	PR11	1	71.04	5,683.30	147,765.74
				2	73.93	5,914.11	153,766.95
				3	77.70	6,215.76	161,609.88
				4	81.66	6,532.76	169,851.77
				5	85.82	6,865.98	178,515.50
06/20/2026	AMPR	RECREATION SUPERVISOR	PR09	1	52.05	4,163.96	108,263.01
				2	54.16	4,333.03	112,658.77
				3	56.92	4,553.97	118,403.26
				4	59.84	4,786.87	124,458.73
				5	62.89	5,030.95	130,804.67
06/20/2026	AMPR	SENIOR ACCOUNTANT	FN12	1	58.75	4,699.96	122,198.94
				2	61.13	4,890.79	127,160.48
				3	64.25	5,140.26	133,646.88
				4	67.53	5,402.49	140,464.78
				5	70.98	5,678.12	147,631.05
06/20/2026	AMPR	SENIOR BUDGET ANALYST	FN20	1	59.55	4,763.87	123,860.68
				2	61.97	4,957.30	128,889.70
				3	65.13	5,210.17	135,464.30
				4	68.45	5,475.96	142,374.90
				5	71.94	5,755.33	149,638.61
06/20/2026	AMPR	SENIOR CIVIL ENGINEER	G022	1	72.92	5,833.80	151,678.72
				2	75.88	6,070.69	157,837.98
				3	79.75	6,380.36	165,889.28
				4	83.82	6,705.86	174,352.24
				5	88.10	7,047.89	183,245.04
06/20/2026	AMPR	SENIOR PLANNER	CD11	1	60.85	4,868.23	126,573.95
				2	63.32	5,065.71	131,708.51
				3	66.55	5,323.95	138,422.68
				4	69.95	5,595.76	145,489.76
				5	73.51	5,880.91	152,903.64

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06/20/2026	AMPR	SENIOR TRAFFIC ENGINEER	PW28	1	80.75	6,460.19	167,964.97
				2	84.03	6,722.50	174,785.03
				3	88.32	7,065.42	183,700.84
				4	92.82	7,425.83	193,071.47
				5	97.56	7,804.62	202,920.10
06/20/2026	AMPR	SENIOR TRANSPORTATION PLANNER	PW30	1	60.85	4,867.86	126,564.46
				2	63.32	5,065.52	131,703.48
				3	66.55	5,323.91	138,421.68
				4	69.94	5,595.48	145,482.57
				5	73.51	5,880.91	152,903.64
06/20/2026	AMPR	SYSTEMS ADMINISTRATOR	IT05	1	58.80	4,703.99	122,303.64
				2	61.19	4,894.89	127,267.08
				3	64.31	5,144.62	133,760.08
				4	67.59	5,406.91	140,579.69
				5	71.03	5,682.60	147,747.65
06/20/2026	AMPR	SYSTEMS ANALYST	IT06	1	53.85	4,307.76	112,001.89
				2	56.03	4,482.40	116,542.28
				3	58.90	4,711.77	122,506.13
				4	61.91	4,952.42	128,762.88
				5	65.06	5,204.88	135,326.96
06/20/2026	AMPR	TRANSPORTATION PLANNER I	PW21	1	48.10	3,847.83	100,043.63
				2	50.05	4,003.95	104,102.71
				3	52.61	4,208.51	109,421.23
				4	55.29	4,423.24	115,004.33
				5	58.11	4,648.82	120,869.38
06/20/2026	AMPR	TRANSPORTATION PLANNER II	PW22	1	52.91	4,233.08	110,060.18
				2	55.06	4,404.69	114,521.88
				3	57.87	4,629.80	120,374.88
				4	60.82	4,865.43	126,501.11
				5	63.92	5,113.84	132,959.72
06/20/2026	AMPR	WATER CONTROL SYSTEMS ANALYST	UT39	1	57.87	4,629.36	120,363.25
				2	60.22	4,817.33	125,250.48
				3	63.29	5,063.06	131,639.51
				4	66.52	5,321.33	138,354.46
				5	69.91	5,592.77	145,411.93
06/20/2026	AMPR	WATER CONTROL SYSTEMS SUPERINTENDENT	UT37	1	61.41	4,912.48	127,724.36
				2	63.90	5,111.94	132,910.49
				3	67.16	5,372.70	139,690.26
				4	70.58	5,646.76	146,815.87
				5	74.19	5,934.81	154,304.95
06/20/2026	AMPR	WATER DISTRIBUTION MANAGER	UT38	1	70.20	5,615.92	146,013.88
				2	73.71	5,896.71	153,314.56
				3	77.39	6,191.55	160,980.28
				4	81.26	6,501.13	169,029.30
				5	85.33	6,826.18	177,480.77

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
06/20/2026	AMPR	WATER PLANT MAINTENANCE SUPERINTENDENT	UT36	1	61.41	4,912.48	127,724.36
				2	63.90	5,111.94	132,910.49
				3	67.16	5,372.70	139,690.26
				4	70.58	5,646.76	146,815.87
				5	74.19	5,934.81	154,304.95
06/20/2026	AMPR	WATER QUALITY MANAGER	UT26	1	78.75	6,299.91	163,797.78
				2	81.95	6,555.72	170,448.62
				3	86.13	6,890.12	179,143.21
				4	90.52	7,241.59	188,281.30
				5	95.14	7,610.98	197,885.56
06/20/2026	AMPR	WATER RESOURCES ANALYST	UT32	1	54.13	4,330.50	112,593.06
				2	56.34	4,506.91	117,179.78
				3	59.21	4,736.52	123,149.59
				4	62.23	4,978.30	129,435.84
				5	65.40	5,232.20	136,037.33
06/20/2026	AMPR	WATER TREATMENT MANAGER	UT27	1	73.94	5,915.22	153,795.78
				2	76.94	6,155.40	160,040.52
				3	80.87	6,469.39	168,204.18
				4	84.99	6,799.40	176,784.29
				5	89.33	7,146.23	185,802.07

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
06/20/2026	AMPX	ASSISTANT CITY ATTORNEY	CA03	1	92.58	7,406.23	192,562.01
				2	96.33	7,706.40	200,366.28
				3	101.25	8,099.93	210,598.07
				4	106.42	8,513.34	221,346.73
				5	111.85	8,947.65	232,638.88
06/20/2026	AMPX	CLIMATE ACTION MANAGER	CM12	1	65.18	5,214.48	135,576.50
				2	67.83	5,426.27	141,083.14
				3	71.29	5,702.91	148,275.66
				4	74.92	5,993.49	155,830.67
				5	78.74	6,299.46	163,785.85
06/20/2026	AMPX	COMMUNITY RELATIONS AND MEDIA ANALYST	CM11	1	54.13	4,330.50	112,593.06
				2	56.34	4,506.91	117,179.78
				3	59.21	4,736.52	123,149.59
				4	62.23	4,978.30	129,435.84
				5	65.40	5,232.21	136,037.33
06/20/2026	AMPX	COMMUNITY RELATIONS AND MEDIA MANAGER	CM02	1	65.18	5,214.48	135,576.50
				2	67.83	5,426.27	141,083.14
				3	71.29	5,702.91	148,275.66
				4	74.92	5,993.49	155,830.67
				5	78.74	6,299.46	163,785.85
06/20/2026	AMPX	DEPUTY CITY ATTORNEY	CA01	1	84.60	6,767.80	175,962.68
				2	88.02	7,041.49	183,078.79
				3	92.49	7,399.10	192,376.53
				4	97.22	7,777.29	202,209.42
				5	102.17	8,173.60	212,513.58
06/20/2026	AMPX	LEGAL ANALYST	CA05	1	54.13	4,330.50	112,593.07
				2	56.34	4,506.91	117,179.78
				3	59.21	4,736.52	123,149.59
				4	62.23	4,978.30	129,435.84
				5	65.40	5,232.21	136,037.34
06/20/2026	AMPX	RISK MANAGER	CM07	1	77.75	6,219.77	161,713.97
				2	80.90	6,472.32	168,280.21
				3	85.03	6,802.47	176,864.20
				4	89.37	7,149.46	185,886.05
				5	93.93	7,514.16	195,368.10
06/20/2026	AMPX	RISK MANAGEMENT ANALYST	CM10	1	54.13	4,330.50	112,593.06
				2	56.34	4,506.91	117,179.78
				3	59.21	4,736.52	123,149.59
				4	62.23	4,978.30	129,435.84
				5	65.40	5,232.20	136,037.33
04/04/2023	AMPX	MANAGEMENT FELLOW	CM08	1	29.81	2,384.62	62,000.00

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

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
07/04/2026	NCEA	ACCOUNT CLERK I	FN01	1	30.40	2,432.33	63,240.46
				2	31.64	2,531.19	65,810.95
				3	33.25	2,660.25	69,166.57
				4	34.95	2,795.62	72,686.15
				5	36.73	2,938.07	76,389.82
07/04/2026	NCEA	ACCOUNT CLERK II	FN02	1	32.84	2,627.18	68,306.58
				2	34.17	2,733.85	71,080.18
				3	35.92	2,873.52	74,711.41
				4	37.75	3,019.94	78,518.43
				5	39.67	3,173.86	82,520.24
07/04/2026	NCEA	ACCOUNTING TECHNICIAN	FN04	1	38.97	3,117.71	81,060.39
				2	40.55	3,243.98	84,343.58
				3	42.62	3,409.55	88,648.30
				4	44.80	3,584.16	93,188.21
				5	47.09	3,767.41	97,952.62
07/04/2026	NCEA	ACCOUNTING TECHNICIAN (ENTRY)	FN03	1	35.44	2,834.87	73,706.50
				2	36.88	2,950.09	76,702.22
				3	38.75	3,100.12	80,603.08
				4	40.73	3,258.74	84,727.25
				5	42.80	3,424.26	89,030.78
07/04/2026	NCEA	ADMINISTRATIVE SECRETARY	G013	1	41.59	3,327.32	86,510.20
				2	43.28	3,462.13	90,015.49
				3	45.48	3,638.21	94,593.41
				4	47.79	3,823.51	99,411.29
				5	50.23	4,018.45	104,479.79
07/04/2026	NCEA	ADVANCED WATER TREATMENT OPERATOR	UT40	1	54.99	4,398.81	114,369.16
				2	57.22	4,577.42	119,013.02
				3	60.14	4,810.92	125,083.85
				4	63.20	5,056.32	131,464.41
				5	66.43	5,314.25	138,170.42
07/04/2026	NCEA	ASSISTANT PLANNER	CD07	1	46.68	3,734.38	97,093.82
				2	48.57	3,885.83	101,031.49
				3	51.05	4,084.29	106,191.48
				4	53.66	4,292.75	111,611.57
				5	56.40	4,511.68	117,303.68
07/04/2026	NCEA	BUILDING INSPECTOR I	CD01	1	42.67	3,413.71	88,756.39
				2	44.41	3,552.59	92,367.42
				3	46.68	3,734.38	97,093.82
				4	49.06	3,924.48	102,036.41
				5	51.56	4,125.04	107,251.02
07/04/2026	NCEA	BUILDING INSPECTOR II	CD02	1	49.79	3,983.41	103,568.73
				2	51.82	4,145.42	107,780.80
				3	54.46	4,356.62	113,272.16
				4	57.24	4,578.98	119,053.36
				5	60.16	4,812.52	125,125.59

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
07/04/2026	NCEA	BUYER	G014	1	35.22	2,817.96	73,266.99
				2	36.65	2,931.99	76,231.84
				3	38.51	3,081.11	80,108.93
				4	40.48	3,238.41	84,198.66
				5	42.54	3,403.15	88,482.00
07/04/2026	NCEA	CODE ENFORCEMENT ASSISTANT	G008	1	34.72	2,777.44	72,213.38
				2	36.13	2,890.37	75,149.71
				3	37.97	3,037.80	78,982.87
				4	39.91	3,192.72	83,010.82
				5	41.94	3,355.41	87,240.71
07/04/2026	NCEA	CODE ENFORCEMENT OFFICER	G005	1	45.06	3,604.54	93,718.00
				2	46.88	3,750.46	97,511.95
				3	49.27	3,941.98	102,491.36
				4	51.78	4,142.67	107,709.53
				5	54.42	4,353.79	113,198.52
07/04/2026	NCEA	COMMUNITY SERVICES OFFICER I	G007	1	33.30	2,664.00	69,263.99
				2	34.65	2,772.28	72,079.16
				3	36.42	2,913.81	75,759.07
				4	38.28	3,062.75	79,631.42
				5	40.23	3,218.76	83,687.89
07/04/2026	NCEA	COMMUNITY SERVICES OFFICER II	G015	1	36.44	2,915.36	75,799.45
				2	37.92	3,033.92	78,881.89
				3	39.86	3,188.70	82,906.28
				4	41.89	3,351.53	87,139.74
				5	44.02	3,521.62	91,562.05
07/04/2026	NCEA	CONCRETE FINISHER	PW27	1	37.48	2,998.03	77,948.72
				2	39.00	3,119.76	81,113.77
				3	40.99	3,278.90	85,251.36
				4	43.08	3,446.16	89,600.04
				5	45.27	3,621.94	94,170.56
07/04/2026	NCEA	CONSTRUCTION INSPECTOR I	PW16	1	43.76	3,500.74	91,019.23
				2	45.54	3,642.82	94,713.40
				3	47.86	3,828.77	99,547.90
				4	50.30	4,023.89	104,621.15
				5	52.85	4,228.15	109,931.97
07/04/2026	NCEA	CONSTRUCTION INSPECTOR II	PW17	1	48.62	3,889.39	101,124.16
				2	50.59	4,047.10	105,224.57
				3	53.17	4,253.51	110,591.22
				4	55.88	4,470.33	116,228.69
				5	58.73	4,698.26	122,154.82
07/04/2026	NCEA	CRIME ANALYSIS TECHNICIAN	PD11	1	40.11	3,208.90	83,431.32
				2	41.74	3,339.38	86,823.78
				3	43.88	3,510.52	91,273.43
				4	46.13	3,690.20	95,945.19
				5	48.49	3,878.84	100,849.76

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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
07/04/2026	NCEA	CUSTODIAN	PW03	1	30.45	2,435.80	63,330.72
				2	31.68	2,534.75	65,903.59
				3	33.30	2,663.77	69,258.04
				4	35.00	2,799.92	72,797.80
				5	36.79	2,942.91	76,515.73
07/04/2026	NCEA	ELECTRICAL SUPERVISOR	PW11	1	57.61	4,609.07	119,835.84
				2	59.95	4,796.22	124,701.65
				3	63.01	5,040.87	131,062.69
				4	66.23	5,298.01	137,748.20
				5	69.60	5,568.26	144,774.74
07/04/2026	NCEA	ELECTRICIAN I	PW01	1	43.49	3,479.59	90,469.25
				2	45.26	3,620.94	94,144.43
				3	47.57	3,805.74	98,949.22
				4	50.00	3,999.81	103,995.16
				5	52.55	4,203.98	109,303.60
07/04/2026	NCEA	ELECTRICIAN II	PW12	1	47.54	3,803.41	98,888.64
				2	49.47	3,957.42	102,892.84
				3	52.00	4,159.76	108,153.77
				4	54.65	4,371.79	113,666.53
				5	57.43	4,594.78	119,464.37
07/04/2026	NCEA	ELECTRICIAN III	PW13	1	52.38	4,190.37	108,949.62
				2	54.50	4,360.19	113,364.82
				3	57.28	4,582.58	119,147.20
				4	60.21	4,816.41	125,226.56
				5	63.28	5,062.06	131,613.55
07/04/2026	NCEA	ENGINEERING AIDE	G001	1	39.20	3,135.84	81,531.97
				2	40.80	3,263.63	84,854.34
				3	42.87	3,429.83	89,175.70
				4	45.06	3,604.54	93,718.00
				5	47.35	3,787.65	98,478.85
07/04/2026	NCEA	ENGINEERING ASSISTANT	G004	1	51.63	4,130.61	107,395.93
				2	53.73	4,298.33	111,756.48
				3	56.47	4,517.99	117,467.62
				4	59.35	4,748.06	123,449.55
				5	62.38	4,990.06	129,741.53
07/04/2026	NCEA	EQUIPMENT MECHANIC ENTRY	PW07	1	32.95	2,635.77	68,529.89
				2	34.29	2,743.04	71,318.94
				3	36.03	2,882.70	74,950.16
				4	37.87	3,029.94	78,778.56
				5	39.81	3,185.09	82,812.45
07/04/2026	NCEA	EQUIPMENT MECHANIC JOURNEY	PW08	1	42.24	3,379.49	87,866.71
				2	43.96	3,516.78	91,436.16
				3	46.20	3,696.37	96,105.53
				4	48.56	3,885.19	101,014.86
				5	51.04	4,082.96	106,157.02

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
07/04/2026	NCEA	EQUIPMENT MECHANIC MASTER	PW15	1	45.48	3,638.21	94,593.41
				2	47.32	3,785.55	98,424.20
				3	49.74	3,979.12	103,457.07
				4	52.27	4,181.92	108,729.88
				5	54.94	4,395.23	114,275.88
07/04/2026	NCEA	FIRE PREVENTION INSPECTOR I	FD06	1	44.02	3,521.80	91,566.82
				2	45.81	3,664.80	95,284.75
				3	48.15	3,851.61	100,141.80
				4	50.60	4,047.92	105,245.94
				5	53.18	4,254.15	110,607.85
07/04/2026	NCEA	FIRE PREVENTION INSPECTOR II	FD07	1	48.42	3,873.99	100,723.85
				2	50.39	4,031.15	104,810.01
				3	52.96	4,236.65	110,152.90
				4	55.66	4,452.65	115,769.00
				5	58.49	4,679.21	121,659.48
07/04/2026	NCEA	FLEET SHOP SUPERVISOR	PW06	1	52.37	4,189.64	108,930.62
				2	54.50	4,360.19	113,364.82
				3	57.28	4,582.45	119,143.64
				4	60.20	4,816.13	125,219.44
				5	63.27	5,061.65	131,602.87
07/04/2026	NCEA	HEAVY EQUIPMENT OPERATOR	G003	1	40.23	3,218.67	83,685.51
				2	41.86	3,349.15	87,077.97
				3	44.00	3,520.38	91,529.99
				4	46.25	3,699.93	96,198.19
				5	48.61	3,888.66	101,105.15
07/04/2026	NCEA	HEAVY EQUIPMENT OPERATOR TRAINEE	G026	1	34.28	2,742.28	71,299.19
				2	35.67	2,853.62	74,194.24
				3	37.49	2,999.19	77,978.89
				4	39.40	3,152.18	81,956.59
				5	41.41	3,312.97	86,137.19
07/04/2026	NCEA	HOMELESS INTERVENTION COORDINATOR	PD22	1	38.17	3,053.29	79,385.54
				2	39.72	3,177.28	82,609.33
				3	41.74	3,339.29	86,821.41
				4	43.87	3,509.60	91,249.67
				5	46.11	3,688.69	95,905.98
07/04/2026	NCEA	HOUSING REHABILITATION SPECIALIST	CD06	1	46.15	3,691.62	95,982.00
				2	48.02	3,841.65	99,882.86
				3	50.47	4,037.41	104,972.74
				4	53.05	4,243.69	110,335.83
				5	55.75	4,459.78	115,954.30
07/04/2026	NCEA	HOUSING SPECIALIST	CD04	1	36.45	2,916.32	75,824.41
				2	37.94	3,034.88	78,906.84
				3	39.87	3,189.98	82,939.55
				4	41.90	3,352.03	87,152.82
				5	44.04	3,523.13	91,601.25

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
07/04/2026	NCEA	HUMAN RESOURCES COORDINATOR	HR01	1	40.14	3,210.91	83,483.58
				2	41.77	3,341.52	86,879.60
				3	43.90	3,511.61	91,301.92
				4	46.13	3,690.43	95,951.12
				5	48.49	3,878.97	100,853.34
07/04/2026	NCEA	MAINTENANCE CRAFTSWORKER	PW02	1	41.26	3,300.86	85,822.43
				2	42.93	3,434.72	89,302.80
				3	45.12	3,609.43	93,845.09
				4	47.42	3,793.22	98,623.76
				5	49.84	3,986.88	103,658.99
07/04/2026	NCEA	MAINTENANCE LABORER	G016	1	25.12	2,009.46	52,245.84
				2	26.14	2,091.00	54,366.12
				3	27.47	2,197.77	57,142.10
				4	28.87	2,309.84	60,055.86
				5	30.35	2,427.85	63,124.06
07/04/2026	NCEA	OFFICE ASSISTANT I	G009	1	27.61	2,208.42	57,418.87
				2	28.72	2,297.55	59,736.34
				3	30.18	2,414.74	62,783.13
				4	31.72	2,537.49	65,974.85
				5	33.34	2,667.24	69,348.31
07/04/2026	NCEA	OFFICE ASSISTANT II	G010	1	30.39	2,431.59	63,221.46
				2	31.63	2,530.50	65,793.12
				3	33.25	2,659.66	69,151.13
				4	34.94	2,794.98	72,669.51
				5	36.72	2,937.43	76,373.18
07/04/2026	NCEA	PARK MAINTENANCE WORKER I	PR01	1	32.18	2,574.68	66,941.76
				2	33.50	2,679.62	69,670.21
				3	35.21	2,816.41	73,226.61
				4	37.00	2,959.63	76,950.47
				5	38.88	3,110.26	80,866.77
07/04/2026	NCEA	PARK MAINTENANCE WORKER II	PR02	1	35.65	2,851.91	74,149.55
				2	37.10	2,967.99	77,167.86
				3	38.99	3,119.03	81,094.85
				4	40.98	3,278.16	85,232.08
				5	43.07	3,445.73	89,589.07
07/04/2026	NCEA	PARK MAINTENANCE WORKER III	PR03	1	39.20	3,136.12	81,539.10
				2	40.80	3,263.77	84,857.91
				3	42.87	3,429.79	89,174.51
				4	45.05	3,604.13	93,707.30
				5	47.35	3,787.74	98,481.21
07/04/2026	NCEA	PARK RANGER I	PR06	1	32.17	2,573.91	66,921.57
				2	33.48	2,678.53	69,641.70
				3	35.19	2,815.27	73,196.91
				4	36.99	2,959.18	76,938.60
				5	38.87	3,109.94	80,858.46

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

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
07/04/2026	NCEA	PARK RANGER II	PR07	1	34.70	2,776.02	72,176.55
				2	36.11	2,888.91	75,111.71
				3	37.95	3,036.29	78,943.67
				4	39.89	3,191.35	82,975.18
				5	41.92	3,353.31	87,186.07
07/04/2026	NCEA	PARKING ENFORCEMENT OFFICER	G006	1	33.30	2,664.00	69,263.99
				2	34.65	2,772.23	72,077.97
				3	36.42	2,913.81	75,759.07
				4	38.28	3,062.75	79,631.42
				5	40.23	3,218.76	83,687.89
07/04/2026	NCEA	PARKS, TREES, & FACILITIES SUPERVISOR	PR04	1	46.75	3,739.95	97,238.73
				2	48.64	3,891.54	101,179.98
				3	51.12	4,089.95	106,338.74
				4	53.73	4,298.33	111,756.48
				5	56.47	4,517.99	117,467.62
07/04/2026	NCEA	PAYROLL SPECIALIST	FN05	1	41.41	3,312.97	86,137.19
				2	43.09	3,447.47	89,634.20
				3	45.29	3,623.27	94,205.00
				4	47.60	3,808.12	99,010.99
				5	50.03	4,002.42	104,062.86
07/04/2026	NCEA	PERMIT TECHNICIAN	CD09	1	40.14	3,211.36	83,495.47
				2	41.77	3,341.89	86,889.11
				3	43.91	3,512.71	91,330.43
				4	46.15	3,692.26	95,998.64
				5	48.52	3,881.72	100,924.59
07/04/2026	NCEA	PLANNING AIDE	CD05	1	37.91	3,032.55	78,846.27
				2	39.44	3,155.08	82,032.04
				3	41.46	3,316.62	86,232.23
				4	43.57	3,485.48	90,622.48
				5	45.79	3,662.97	95,237.24
07/04/2026	NCEA	PLANS EXAMINER	CD08	1	54.77	4,381.89	113,929.04
				2	56.99	4,559.33	118,542.60
				3	59.90	4,792.28	124,599.38
				4	62.96	5,036.48	130,948.37
				5	66.17	5,293.92	137,641.83
07/04/2026	NCEA	PLANT MAINTENANCE ELECTRICIAN	UT19	1	48.42	3,873.32	100,706.33
				2	50.38	4,030.59	104,795.43
				3	52.95	4,236.19	110,141.05
				4	55.65	4,452.28	115,759.34
				5	58.49	4,679.39	121,664.23
07/04/2026	NCEA	POLICE FORENSIC SPECIALIST	PD06	1	42.09	3,367.47	87,554.30
				2	43.79	3,503.53	91,091.67
				3	46.02	3,681.75	95,725.43
				4	48.37	3,869.70	100,612.19
				5	50.84	4,066.88	105,738.89

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
07/04/2026	NCEA	POLICE OFFICER TRAINEE	PD10	1	34.70	2,776.02	72,176.55
				2	36.11	2,888.91	75,111.71
				3	37.95	3,036.29	78,943.67
				4	39.89	3,191.35	82,975.18
				5	41.92	3,353.31	87,186.07
07/04/2026	NCEA	POLICE PROPERTY TECHNICIAN	PD14	1	36.96	2,957.03	76,882.77
				2	38.47	3,077.28	80,009.17
				3	40.43	3,234.25	84,090.56
				4	42.49	3,399.41	88,384.60
				5	44.65	3,571.92	92,869.88
07/04/2026	NCEA	POLICE RECORDS SPECIALIST I	PD15	1	28.52	2,281.74	59,325.35
				2	29.68	2,374.40	61,734.28
				3	31.19	2,495.56	64,884.43
				4	32.78	2,622.74	68,191.36
				5	34.46	2,756.60	71,671.73
07/04/2026	NCEA	POLICE RECORDS SPECIALIST II	PD16	1	31.38	2,510.54	65,274.04
				2	32.66	2,612.51	67,925.30
				3	34.32	2,745.78	71,390.21
				4	36.07	2,885.81	75,030.93
				5	37.91	3,033.10	78,860.54
07/04/2026	NCEA	POLICE RECORDS SUPERVISOR	PD21	1	43.62	3,489.46	90,725.84
				2	45.39	3,631.17	94,410.49
				3	47.71	3,816.43	99,227.18
				4	50.13	4,010.69	104,277.86
				5	52.69	4,214.81	109,585.11
07/04/2026	NCEA	PUBLIC SAFETY DISPATCH CALL TAKER	PD13	1	37.61	3,009.07	78,235.72
				2	39.15	3,131.69	81,423.86
				3	41.14	3,291.31	85,574.18
				4	43.24	3,459.12	89,937.09
				5	45.45	3,636.24	94,542.35
07/04/2026	NCEA	PUBLIC SAFETY DISPATCH SUPERVISOR	PD09	1	49.62	3,969.84	103,215.94
				2	51.64	4,130.93	107,404.25
				3	54.27	4,341.87	112,888.50
				4	57.04	4,563.58	118,653.07
				5	59.96	4,796.67	124,713.42
07/04/2026	NCEA	PUBLIC SAFETY DISPATCHER I	PD07	1	41.40	3,311.78	86,106.34
				2	43.08	3,446.37	89,605.69
				3	45.27	3,621.85	94,168.17
				4	47.58	3,806.43	98,967.05
				5	50.00	4,000.04	104,001.10
07/04/2026	NCEA	PUBLIC SAFETY DISPATCHER II	PD08	1	45.15	3,611.98	93,911.60
				2	46.98	3,758.68	97,725.74
				3	49.39	3,950.93	102,724.16
				4	51.90	4,151.99	107,951.84
				5	54.55	4,363.89	113,461.04

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
07/04/2026	NCEA	RECREATION COORDINATOR	PR05	1	36.44	2,915.36	75,799.45
				2	37.92	3,033.96	78,883.09
				3	39.86	3,188.57	82,902.72
				4	41.89	3,351.53	87,139.74
				5	44.02	3,521.66	91,563.25
07/04/2026	NCEA	SCALE HOUSE ATTENDANT	UT15	1	28.97	2,317.20	60,247.11
				2	30.14	2,411.26	62,692.87
				3	31.67	2,533.93	65,882.21
				4	33.29	2,663.18	69,242.61
				5	34.99	2,799.14	72,777.59
07/04/2026	NCEA	SCALE HOUSE SUPERVISOR	UT58	1	38.98	3,118.35	81,077.15
				2	40.56	3,245.09	84,372.43
				3	42.63	3,410.13	88,663.39
				4	44.81	3,584.61	93,199.96
				5	47.08	3,766.69	97,933.86
07/04/2026	NCEA	SECRETARY	G011	1	36.89	2,951.41	76,736.66
				2	38.38	3,070.74	79,839.30
				3	40.35	3,227.86	83,924.26
				4	42.40	3,391.92	88,189.79
				5	44.56	3,564.56	92,678.63
07/04/2026	NCEA	SENIOR BUILDING INSPECTOR	CD03	1	54.77	4,381.89	113,929.04
				2	56.99	4,559.33	118,542.60
				3	59.90	4,792.28	124,599.38
				4	62.96	5,036.48	130,948.37
				5	66.17	5,293.92	137,641.83
07/04/2026	NCEA	SENIOR CONSTRUCTION INSPECTOR	PW14	1	54.77	4,381.89	113,929.04
				2	56.99	4,559.33	118,542.60
				3	59.90	4,792.28	124,599.38
				4	62.96	5,036.48	130,948.37
				5	66.17	5,293.92	137,641.83
07/04/2026	NCEA	SENIOR ENGINEERING AIDE	G002	1	42.93	3,434.72	89,302.80
				2	44.67	3,573.61	92,913.82
				3	46.94	3,755.35	97,639.04
				4	49.35	3,947.69	102,639.83
				5	51.86	4,148.89	107,871.07
07/04/2026	NCEA	SENIOR HOUSING SPECIALIST	CD25	1	41.26	3,300.86	85,822.43
				2	42.93	3,434.72	89,302.80
				3	45.12	3,609.43	93,845.09
				4	47.42	3,793.22	98,623.76
				5	49.84	3,986.88	103,658.99
07/04/2026	NCEA	SENIOR OFFICE ASSISTANT	G012	1	36.89	2,951.41	76,736.66
				2	38.38	3,070.74	79,839.30
				3	40.35	3,227.86	83,924.26
				4	42.40	3,391.92	88,189.79
				5	44.56	3,564.56	92,678.63

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
07/04/2026	NCEA	SENIOR PARK RANGER	PR08	1	38.17	3,053.29	79,385.54
				2	39.72	3,177.28	82,609.33
				3	41.74	3,339.29	86,821.41
				4	43.87	3,509.60	91,249.67
				5	46.11	3,688.69	95,905.98
07/04/2026	NCEA	SENIOR PERMIT TECHNICIAN	CD26	1	44.18	3,534.37	91,893.66
				2	45.97	3,677.88	95,624.90
				3	48.32	3,865.49	100,502.73
				4	50.78	4,062.67	105,629.37
				5	53.37	4,269.91	111,017.53
07/04/2026	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
07/04/2026	NCEA	SENIOR FIRE PREVENTION INSPECTOR	FD11	1	55.68	4,454.14	115,807.64
				2	57.94	4,634.99	120,509.77
				3	60.89	4,871.43	126,657.08
				4	64.00	5,119.92	133,117.82
				5	67.26	5,381.09	139,908.24
07/04/2026	NCEA	SENIOR SCALE HOUSE ATTENDANT	UT21	1	35.44	2,834.87	73,706.50
				2	36.88	2,950.09	76,702.22
				3	38.75	3,100.12	80,603.08
				4	40.73	3,258.74	84,727.25
				5	42.80	3,424.26	89,030.78
07/04/2026	NCEA	SENIOR WATER LABORATORY ANALYST	UT41	1	49.03	3,922.33	101,980.59
				2	51.02	4,081.59	106,121.41
				3	53.62	4,289.80	111,534.67
				4	56.36	4,508.62	117,224.07
				5	59.23	4,738.60	123,203.67
07/04/2026	NCEA	SENIOR WATER TREATMENT OPERATOR	UT42	1	57.73	4,618.75	120,087.59
				2	60.08	4,806.29	124,963.61
				3	63.14	5,051.46	131,338.01
				4	66.36	5,309.14	138,037.59
				5	69.75	5,579.96	145,078.88
07/04/2026	NCEA	STORMWATER PROGRAM COORDINATOR	PW29	1	54.77	4,381.89	113,929.04
				2	57.00	4,559.91	118,557.72
				3	59.91	4,792.51	124,605.35
				4	62.96	5,036.98	130,961.48
				5	66.17	5,293.92	137,641.83
07/04/2026	NCEA	STREET FIELD SUPERVISOR	PW04	1	50.35	4,027.73	104,720.91
				2	52.38	4,190.55	108,954.38
				3	55.05	4,404.32	114,512.27
				4	57.87	4,629.23	120,359.99
				5	60.82	4,865.66	126,507.04

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
07/04/2026	NCEA	STREET MAINTENANCE WORKER I	PW09	1	31.48	2,518.49	65,480.73
				2	32.76	2,620.96	68,145.03
				3	34.43	2,754.27	71,611.14
				4	36.18	2,894.48	75,256.61
				5	38.03	3,042.65	79,108.77
07/04/2026	NCEA	STREET MAINTENANCE WORKER II	PW10	1	35.69	2,855.42	74,241.03
				2	37.14	2,970.87	77,242.67
				3	39.03	3,122.50	81,185.10
				4	41.02	3,281.95	85,330.67
				5	43.12	3,449.34	89,682.91
07/04/2026	NCEA	STREET MAINTENANCE WORKER III	PW05	1	42.65	3,411.79	88,706.65
				2	44.38	3,550.10	92,302.65
				3	46.65	3,731.61	97,021.79
				4	49.02	3,921.93	101,970.08
				5	51.52	4,121.98	107,171.46
07/04/2026	NCEA	SUPERVISING ENGINEERING ASSISTANT	G017	1	54.77	4,381.89	113,929.04
				2	56.99	4,559.33	118,542.60
				3	59.90	4,792.28	124,599.38
				4	62.96	5,036.48	130,948.37
				5	66.17	5,293.92	137,641.83
07/04/2026	NCEA	TELECOMMUNICATIONS SUPERVISOR	IT02	1	53.94	4,315.30	112,197.90
				2	56.13	4,490.52	116,753.58
				3	58.99	4,719.58	122,709.18
				4	62.00	4,960.33	128,968.59
				5	65.17	5,213.36	135,547.28
07/04/2026	NCEA	TELECOMMUNICATIONS TECHNICIAN	IT01	1	47.54	3,803.41	98,888.64
				2	49.47	3,957.42	102,892.84
				3	52.00	4,159.76	108,153.77
				4	54.65	4,371.79	113,666.53
				5	57.43	4,594.78	119,464.37
07/04/2026	NCEA	UTILITIES INVENTORY SPECIALIST	UT43	1	35.25	2,819.88	73,316.77
				2	36.68	2,934.37	76,293.75
				3	38.55	3,084.06	80,185.47
				4	40.52	3,241.37	84,275.73
				5	42.58	3,406.72	88,574.66
07/04/2026	NCEA	UTILITIES PROGRAM COMPLIANCE COORDINATOR	UT34	1	45.06	3,604.54	93,718.00
				2	46.88	3,750.46	97,511.95
				3	49.27	3,941.98	102,491.36
				4	51.78	4,142.67	107,709.53
				5	54.42	4,353.79	113,198.52
07/04/2026	NCEA	WASTE PREVENTION SPECIALIST	UT20	1	45.06	3,604.54	93,718.00
				2	46.88	3,750.46	97,511.95
				3	49.27	3,941.98	102,491.36
				4	51.78	4,142.67	107,709.53
				5	54.42	4,353.79	113,198.52

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
07/04/2026	NCEA	WATER CONSERVATION SPECIALIST	UT33	1	45.06	3,604.54	93,718.00
				2	46.88	3,750.46	97,511.95
				3	49.27	3,941.98	102,491.36
				4	51.78	4,142.67	107,709.53
				5	54.42	4,353.79	113,198.52
07/04/2026	NCEA	WATER DISTRIBUTION EQUIPMENT OPERATOR	UT44	1	43.60	3,487.67	90,679.46
				2	45.37	3,629.29	94,361.41
				3	47.68	3,814.42	99,174.80
				4	50.11	4,008.99	104,233.71
				5	52.67	4,213.49	109,550.66
07/04/2026	NCEA	WATER DISTRIBUTION OPERATOR I	UT45	1	35.27	2,821.24	73,352.18
				2	36.70	2,935.79	76,330.57
				3	38.57	3,085.55	80,224.18
				4	40.54	3,242.94	84,316.43
				5	42.60	3,408.36	88,617.42
07/04/2026	NCEA	WATER DISTRIBUTION OPERATOR II	UT46	1	40.56	3,244.44	84,355.40
				2	42.20	3,376.17	87,780.55
				3	44.35	3,548.39	92,258.25
				4	46.62	3,729.40	96,964.35
				5	49.00	3,919.63	101,910.51
07/04/2026	NCEA	WATER DISTRIBUTION OPERATOR III	UT47	1	43.60	3,487.67	90,679.46
				2	45.37	3,629.29	94,361.41
				3	47.68	3,814.42	99,174.80
				4	50.11	4,008.99	104,233.71
				5	52.67	4,213.49	109,550.66
07/04/2026	NCEA	WATER DISTRIBUTION OPERATOR LEAD	UT48	1	47.96	3,836.45	99,747.70
				2	49.90	3,992.23	103,797.85
				3	52.45	4,195.87	109,092.59
				4	55.12	4,409.90	114,657.41
				5	57.94	4,634.85	120,506.10
07/04/2026	NCEA	WATER DISTRIBUTION SUPERVISOR	UT49	1	55.15	4,411.90	114,709.35
				2	57.39	4,591.04	119,367.03
				3	60.32	4,825.23	125,455.95
				4	63.39	5,071.36	131,855.45
				5	66.63	5,330.05	138,581.41
07/04/2026	NCEA	WATER LABORATORY ANALYST	UT50	1	44.57	3,565.76	92,709.81
				2	46.38	3,710.55	96,474.20
				3	48.75	3,899.82	101,395.36
				4	51.23	4,098.75	106,567.53
				5	53.85	4,307.83	112,003.56
07/04/2026	NCEA	WATER PLANT MAINTENANCE ELECTRICIAN	UT51	1	49.28	3,942.15	102,495.81
				2	51.28	4,102.21	106,657.55
				3	53.89	4,311.47	112,098.15
				4	56.64	4,531.40	117,816.28
				5	59.53	4,762.54	123,826.09

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

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

EFFECTIVE DATE	GROUP/BU	DESCRIPTION	PAYBAND	STEP	HOURLY RATE	PERIOD SALARY	ANNUAL SALARY
07/04/2026	NCEA	WATER PLANT MAINTENANCE MECHANIC I	UT52	1	42.42	3,393.74	88,237.14
				2	44.14	3,531.54	91,819.92
				3	46.40	3,711.68	96,503.67
				4	48.76	3,901.01	101,426.32
				5	51.25	4,100.00	106,600.08
07/04/2026	NCEA	WATER PLANT MAINTENANCE MECHANIC II	UT53	1	46.66	3,733.10	97,060.56
				2	48.56	3,884.68	101,001.61
				3	51.04	4,082.83	106,153.71
				4	53.64	4,291.10	111,568.61
				5	56.37	4,509.99	117,259.74
07/04/2026	NCEA	WATER PLANT MAINTENANCE MECHANIC LEAD	UT54	1	51.33	4,106.42	106,766.91
				2	53.41	4,273.16	111,102.07
				3	56.14	4,491.13	116,769.41
				4	59.00	4,720.22	122,725.82
				5	62.01	4,961.00	128,986.06
07/04/2026	NCEA	WATER SERVICES WORKER	UT01	1	39.01	3,121.18	81,150.68
				2	40.59	3,247.55	84,436.23
				3	42.66	3,413.07	88,739.77
				4	44.85	3,587.68	93,279.67
				5	47.14	3,770.84	98,041.72
07/04/2026	NCEA	WATER TREATMENT OPERATOR	UT55	1	52.37	4,189.35	108,923.11
				2	54.49	4,359.45	113,345.83
				3	57.27	4,581.83	119,127.62
				4	60.19	4,815.55	125,204.31
				5	63.26	5,061.19	131,590.99
07/04/2026	NCEA	WATER TREATMENT OPERATOR TRAINEE	UT56	1	43.64	3,491.11	90,768.92
				2	45.41	3,632.87	94,454.52
				3	47.73	3,818.18	99,272.65
				4	50.16	4,012.94	104,336.57
				5	52.72	4,217.65	109,658.77
07/04/2026	NCEA	WATERSHED AND FACILITIES MAINTENANCE WORKER	UT57	1	40.56	3,244.44	84,355.40
				2	42.20	3,376.17	87,780.55
				3	44.35	3,548.39	92,258.25
				4	46.62	3,729.40	96,964.35
				5	49.00	3,919.63	101,910.51

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
07/04/2026	NCEX	LEGAL ASSISTANT	CA06	1	41.58	3,326.23	86,482.09
				2	43.27	3,461.29	89,993.62
				3	45.47	3,637.85	94,584.19
				4	47.79	3,823.42	99,408.93
				5	50.23	4,018.45	104,479.79
07/04/2026	NCEX	SECRETARY TO THE CITY MANAGER	CM01	1	43.53	3,482.46	90,544.07
				2	45.30	3,624.09	94,226.38
				3	47.62	3,809.44	99,045.43
				4	50.05	4,003.83	104,099.69
				5	52.60	4,207.96	109,406.94

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
02/28/2026	NPOA	POLICE OFFICER	PD01	1	56.47	4,517.38	117,451.76
				2	59.24	4,739.36	123,223.23
				3	62.21	4,976.98	129,401.43
				4	65.39	5,231.16	136,010.23
				5	68.69	5,495.40	142,880.31
				6	72.13	5,770.17	150,024.33
02/28/2026	NPOA	POLICE SERGEANT	PD02	1	69.54	5,562.86	144,634.48
				2	73.03	5,842.74	151,911.31
				3	76.59	6,127.52	159,315.39
				4	80.48	6,438.20	167,393.18
				5	84.42	6,753.43	175,589.12
				6	88.64	7,091.10	184,368.58

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
02/28/2026	PMU	POLICE LIEUTENANT	PD04	1	86.92	6,953.58	180,792.97
				2	91.29	7,303.43	189,889.21
				3	95.74	7,659.40	199,144.50
				4	100.60	8,047.75	209,241.61
				5	105.52	8,441.78	219,486.41
				6	110.80	8,863.87	230,460.75
02/28/2026	PMU	POLICE CAPTAIN	PD05	1	99.96	7,996.61	207,911.91
				2	104.99	8,398.95	218,372.60
				3	110.10	8,808.31	229,016.17
				4	115.69	9,254.92	240,627.85
				5	121.35	9,708.05	252,409.36
				6	127.42	10,193.46	265,029.86

EXHIBIT A
City of Napa Salary Table Full-Time
Executives

Effective Date	Description	Job Class	Minimum Pay Rate	Maximum Pay Rate
06/20/2026	ASSISTANT CITY MANAGER	CM06	222,104.02	266,524.82
06/20/2026	CITY ATTORNEY	CA04	266,965.88	322,524.00
06/20/2026	CITY CLERK	CC04	147,813.02	177,375.62
06/20/2026	CITY MANAGER	CM04	258,213.06	309,855.67
06/20/2026	COMMUNITY RESOURCES AND DEVELOPMENT DIRECTOR	CD24	211,527.64	253,833.16
06/20/2026	DEPUTY CITY MANAGER	CM03	196,235.11	237,073.39
06/20/2026	FINANCE DIRECTOR	FN13	198,622.00	238,346.40
06/20/2026	FIRE CHIEF	FD10	245,931.52	295,117.83
06/20/2026	HUMAN RESOURCES DIRECTOR	HR04	198,622.00	238,346.40
06/20/2026	PARKS AND RECREATION SERVICES DIRECTOR	PR12	211,527.64	253,833.16
06/20/2026	POLICE CHIEF	PD20	258,937.64	312,824.89
06/20/2026	PUBLIC WORKS DIRECTOR	PW26	211,527.64	253,833.16
06/20/2026	UTILITIES DIRECTOR	UT31	211,527.64	253,833.16