

## EXHIBIT A

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

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PAY PERIOD	ANNUAL SALARY
12/24/2022	AMPX	CA03	ASSISTANT CITY ATTORNEY	1	83.07	664.55	6,645.48	172,782.48
				2	86.44	691.48	6,914.81	179,785.11
				3	90.85	726.79	7,267.92	188,965.91
				4	95.49	763.89	7,638.87	198,610.50
				5	100.36	802.86	8,028.57	208,742.75
12/24/2022	AMPX	CA05	LEGAL ANALYST	1	48.57	388.57	3,885.68	101,027.77
				2	50.55	404.40	4,043.97	105,143.34
				3	53.13	425.00	4,250.00	110,499.94
				4	55.84	446.69	4,466.94	116,140.49
				5	58.68	469.48	4,694.77	122,063.89
12/24/2022	AMPX	CM02	COMMUNITY RELATIONS AND MEDIA MANAGER	1	58.49	467.89	4,678.86	121,650.39
				2	60.86	486.89	4,868.90	126,591.40
				3	63.96	511.71	5,117.12	133,045.12
				4	67.22	537.79	5,377.85	139,824.11
				5	70.65	565.24	5,652.39	146,962.14
12/24/2022	AMPX	CM03	DEPUTY CITY MANAGER	1	78.61	677.22	6,288.51	176,078.28
				2	81.80	704.72	6,543.85	183,227.76
				3	85.97	740.67	6,877.65	192,574.22
				4	90.36	778.45	7,228.48	202,397.44
				5	94.97	818.16	7,597.21	212,721.75
12/24/2022	AMPX	CM07	RISK MANAGER	1	69.76	558.09	5,580.89	145,103.08
				2	72.59	580.75	5,807.49	150,994.85
				3	76.30	610.37	6,103.73	158,697.11
				4	80.19	641.51	6,415.09	166,792.26
				5	84.28	674.23	6,742.32	175,300.34

EXHIBIT A

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

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

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

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

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Napa City Employees' Association (NCEA)

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
06/24/2023	NCEA	G001	ENGINEERING AIDE	1	35.69	285.51	2,855.12	74,233.08
				2	37.14	297.15	2,971.46	77,258.03
				3	39.03	312.28	3,122.79	81,192.53
				4	41.02	328.19	3,281.85	85,328.19
				5	43.11	344.86	3,448.57	89,662.84
06/24/2023	NCEA	G002	SENIOR ENGINEERING AIDE	1	39.09	312.72	3,127.24	81,308.25
				2	40.67	325.37	3,253.69	84,596.01
				3	42.74	341.92	3,419.16	88,898.22
				4	44.93	359.43	3,594.28	93,451.33
				5	47.22	377.75	3,777.47	98,214.26
06/24/2023	NCEA	G004	ENGINEERING ASSISTANT	1	47.01	376.08	3,760.83	97,781.66
				2	48.92	391.35	3,913.53	101,751.85
				3	51.42	411.35	4,113.53	106,951.70
				4	54.04	432.30	4,323.01	112,398.13
				5	56.79	454.33	4,543.34	118,126.84
06/24/2023	NCEA	G017	SUPERVISING ENGINEERING ASSISTANT	1	49.87	398.96	3,989.61	103,729.91
				2	51.89	415.12	4,151.17	107,930.46
				3	54.54	436.33	4,363.27	113,445.02
				4	57.32	458.56	4,585.60	119,225.64
				5	60.25	482.00	4,820.00	125,319.89
06/24/2023	NCEA	G008	CODE ENFORCEMENT ASSISTANT	1	31.61	252.88	2,528.80	65,748.71
				2	32.90	263.16	2,631.62	68,422.18
				3	34.57	276.59	2,765.85	71,912.18
				4	36.34	290.69	2,906.91	75,579.55
				5	38.19	305.50	3,055.03	79,430.77
06/24/2023	NCEA	G005	CODE ENFORCEMENT OFFICER	1	41.02	328.19	3,281.85	85,328.19
				2	42.68	341.47	3,414.71	88,782.50
				3	44.86	358.91	3,589.08	93,316.15
				4	47.15	377.18	3,771.81	98,067.18
				5	49.55	396.40	3,964.03	103,064.79
06/24/2023	NCEA	G006	PARKING ENFORCEMENT OFFICER	1	30.32	242.55	2,425.51	63,063.35
				2	31.55	252.41	2,524.05	65,625.42
				3	33.16	265.30	2,652.96	68,976.99
				4	34.86	278.86	2,788.56	72,502.68
				5	36.63	293.06	2,930.62	76,196.00
06/24/2023	NCEA	G007	COMMUNITY SERVICES OFFICER I	1	33.18	265.44	2,654.38	69,013.76
				2	34.53	276.23	2,762.32	71,820.25
				3	36.29	290.32	2,903.25	75,484.37
				4	38.14	305.15	3,051.49	79,338.84
				5	40.08	320.64	3,206.36	83,365.26
06/24/2023	NCEA	G015	COMMUNITY SERVICES OFFICER II	1	32.21	257.71	2,577.06	67,003.65
				2	33.52	268.19	2,681.86	69,728.40
				3	35.23	281.87	2,818.68	73,285.80
				4	37.03	296.26	2,962.62	77,028.00
				5	38.91	311.30	3,112.97	80,937.15
06/24/2023	NCEA	G009	OFFICE ASSISTANT I	1	25.13	201.07	2,010.72	52,278.63
				2	26.15	209.19	2,091.87	54,388.64
				3	27.48	219.86	2,198.56	57,162.68
				4	28.88	231.03	2,310.33	60,068.67
				5	30.36	242.85	2,428.47	63,140.13

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

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

EXHIBIT A

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

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

## EXHIBIT A

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

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



EXHIBIT A

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

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

EXHIBIT A

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

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
06/24/2023	NCEA	UT05	SUPERVISING WATER SERVICE WORKER	1	39.59	316.75	3,167.46	82,354.06
				2	41.21	329.66	3,296.58	85,711.04
				3	43.32	346.52	3,465.21	90,095.44
				4	45.52	364.15	3,641.54	94,679.92
				5	47.84	382.73	3,827.35	99,510.98
06/24/2023	NCEA	UT07	WATER FACILITY WORKER I	1	29.19	233.52	2,335.21	60,715.41
				2	30.38	243.04	2,430.42	63,190.96
				3	31.93	255.44	2,554.42	66,414.92
				4	33.56	268.45	2,684.53	69,797.85
				5	35.27	282.14	2,821.38	73,355.98
06/24/2023	NCEA	UT08	WATER FACILITY WORKER II	1	33.17	265.40	2,653.96	69,002.94
				2	34.52	276.20	2,761.98	71,811.60
				3	36.29	290.31	2,903.12	75,481.13
				4	38.13	305.06	3,050.58	79,315.05
				5	40.08	320.65	3,206.52	83,369.59
06/24/2023	NCEA	UT09	WATER FACILITY WORKER III	1	37.22	297.78	2,977.79	77,422.42
				2	38.74	309.92	3,099.16	80,578.24
				3	40.71	325.70	3,256.98	84,681.45
				4	42.80	342.37	3,423.70	89,016.10
				5	44.98	359.86	3,598.61	93,563.81
06/24/2023	NCEA	UT12	WATER SYSTEMS SPECIALIST	1	38.63	309.03	3,090.30	80,347.88
				2	40.19	321.55	3,215.47	83,602.11
				3	42.24	337.89	3,378.94	87,852.41
				4	44.39	355.14	3,551.40	92,336.31
				5	46.66	373.29	3,732.88	97,054.89
06/24/2023	NCEA	UT15	SCALEHOUSE ATTENDANT	1	26.37	210.98	2,109.76	54,853.68
				2	27.44	219.54	2,195.40	57,080.49
				3	28.84	230.71	2,307.09	59,984.32
				4	30.31	242.48	2,424.76	63,043.88
				5	31.86	254.86	2,548.55	66,262.42
06/24/2023	NCEA	UT21	SENIOR SCALEHOUSE ATTENDANT	1	32.26	258.11	2,581.08	67,108.16
				2	33.57	268.60	2,685.99	69,835.70
				3	35.28	282.26	2,822.59	73,387.35
				4	37.09	296.70	2,967.01	77,142.31
				5	38.97	311.77	3,117.71	81,060.59
06/24/2023	NCEA	UT17	SENIOR WATER TREATMENT OPERATOR	1	47.08	376.61	3,766.11	97,918.80
				2	48.99	391.93	3,919.33	101,902.50
				3	51.49	411.89	4,118.91	107,091.60
				4	54.11	432.86	4,328.58	112,543.20
				5	56.87	455.00	4,549.97	118,299.30
06/24/2023	NCEA	UT20	WASTE PREVENTION SPECIALIST	1	41.02	328.19	3,281.85	85,328.19
				2	42.68	341.47	3,414.71	88,782.50
				3	44.86	358.91	3,589.08	93,316.15
				4	47.15	377.18	3,771.81	98,067.18
				5	49.55	396.40	3,964.03	103,064.79
06/24/2023	NCEA	UT33	WATER CONSERVATION SPECIALIST	1	41.02	328.19	3,281.85	85,328.19
				2	42.68	341.47	3,414.71	88,782.50
				3	44.86	358.91	3,589.08	93,316.15
				4	47.15	377.18	3,771.81	98,067.18
				5	49.55	396.40	3,964.03	103,064.79

EXHIBIT A

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

EXHIBIT A

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

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
06/24/2023	NCEA	UT49	WATER DISTRIBUTION SUPERVISOR	1	50.21	401.69	4,016.94	104,440.38
				2	52.25	418.00	4,180.04	108,681.08
				3	54.92	439.33	4,393.27	114,224.91
				4	57.72	461.74	4,617.37	120,051.53
				5	60.66	485.29	4,852.90	126,175.36
06/24/2023	NCEA	UT50	WATER LABORATORY ANALYST	1	40.58	324.65	3,246.55	84,410.26
				2	42.23	337.84	3,378.37	87,837.66
				3	44.38	355.07	3,550.70	92,318.27
				4	46.65	373.18	3,731.82	97,027.42
				5	49.03	392.22	3,922.18	101,976.80
06/24/2023	NCEA	UT06	PLANT MAINTENANCE MECHANIC I	1	37.80	302.38	3,023.79	78,618.56
				2	39.33	314.65	3,146.46	81,807.90
				3	41.33	330.67	3,306.73	85,974.92
				4	43.44	347.54	3,475.44	90,361.49
				5	45.65	365.23	3,652.31	94,960.03
06/24/2023	NCEA	UT10	PLANT MAINTENANCE MECHANIC II	1	40.38	323.01	3,230.15	83,983.88
				2	42.02	336.16	3,361.59	87,401.42
				3	44.17	353.36	3,533.59	91,873.43
				4	46.42	371.36	3,713.62	96,554.16
				5	48.78	390.27	3,902.72	101,470.66
06/24/2023	NCEA	UT19	PLANT MAINTENANCE ELECTRICIAN	1	42.80	342.39	3,423.86	89,020.32
				2	44.54	356.29	3,562.88	92,634.91
				3	46.81	374.46	3,744.62	97,360.22
				4	49.20	393.56	3,935.64	102,326.56
				5	51.70	413.64	4,136.39	107,546.25
06/24/2023	NCEA	UT51	WATER PLANT MAINTENANCE ELECTRICIAN	1	44.87	358.92	3,589.24	93,320.20
				2	46.69	373.50	3,734.98	97,109.38
				3	49.07	392.55	3,925.50	102,062.93
				4	51.57	412.57	4,125.74	107,269.16
				5	54.20	433.62	4,336.19	112,740.97
06/24/2023	NCEA	UT52	WATER PLANT MAINTENANCE MECHANIC I	1	38.62	308.99	3,089.92	80,337.99
				2	40.19	321.54	3,215.39	83,600.04
				3	42.24	337.94	3,379.40	87,864.49
				4	44.40	355.18	3,551.79	92,346.46
				5	46.66	373.30	3,732.96	97,057.05
06/24/2023	NCEA	UT53	WATER PLANT MAINTENANCE MECHANIC II	1	42.49	339.89	3,398.90	88,371.53
				2	44.21	353.69	3,536.91	91,959.77
				3	46.47	371.73	3,717.33	96,650.64
				4	48.84	390.70	3,906.95	101,580.79
				5	51.33	410.62	4,106.25	106,762.44
06/24/2023	NCEA	UT54	WATER PLANT MAINTENANCE MECHANIC LEAD	1	46.74	373.88	3,738.81	97,208.95
				2	48.63	389.06	3,890.62	101,156.02
				3	51.11	408.91	4,089.08	106,316.00
				4	53.72	429.77	4,297.66	111,739.19
				5	56.46	451.69	4,516.88	117,439.00
06/24/2023	NCEA	UT55	WATER TREATMENT OPERATOR	1	47.68	381.43	3,814.31	99,172.12
				2	49.61	396.92	3,969.19	103,198.91
				3	52.15	417.17	4,171.66	108,463.10
				4	54.81	438.45	4,384.45	113,995.80
				5	57.60	460.81	4,608.11	119,810.73

EXHIBIT A

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

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
06/24/2023	NCEA	UT56	WATER TREATMENT OPERATOR TRAINEE	1	39.73	317.86	3,178.58	82,643.13
				2	41.35	330.76	3,307.65	85,998.78
				3	43.45	347.64	3,476.37	90,385.58
				4	45.67	365.37	3,653.70	94,996.16
				5	48.00	384.01	3,840.07	99,841.92
06/24/2023	NCEA	UT57	WATERSHED AND FACILITIES MAINTENANCE WORKER	1	36.92	295.40	2,953.99	76,803.75
				2	38.42	307.39	3,073.93	79,922.28
				3	40.38	323.07	3,230.74	83,999.12
				4	42.44	339.55	3,395.54	88,283.93
				5	44.61	356.87	3,568.74	92,787.29
06/24/2023	NCEA	UT02	WATER TREATMENT FACILITY OPERATOR TRAINEE	1	38.61	308.90	3,088.97	80,313.27
				2	40.18	321.43	3,214.34	83,572.91
				3	42.23	337.84	3,378.40	87,838.35
				4	44.38	355.03	3,550.31	92,308.19
				5	46.64	373.11	3,731.13	97,009.47
06/24/2023	NCEA	UT03	WATER TREATMENT FACILITY OPERATOR	1	45.86	366.85	3,668.49	95,380.73
				2	47.72	381.77	3,817.70	99,260.07
				3	50.15	401.22	4,012.20	104,317.16
				4	52.71	421.70	4,217.02	109,642.47
				5	55.40	443.21	4,432.11	115,234.91

EXHIBIT A

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

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
06/24/2023	NCEX	CA06	LEGAL ASSISTANT	1	37.86	302.85	3,028.46	78,740.06
				2	39.39	315.14	3,151.43	81,937.23
				3	41.40	331.22	3,312.19	86,116.85
				4	43.51	348.11	3,481.14	90,509.67
				5	45.73	365.87	3,658.71	95,126.58
06/24/2023	NCEX	CM01	SECRETARY TO THE CITY MANAGER	1	39.6339	317.0708	3170.71	82438.42
				2	41.2458	329.9657	3299.66	85791.07
				3	43.3551	346.8412	3468.41	90178.71
				4	45.5675	364.5404	3645.4	94780.5
				5	47.8908	383.1255	3831.26	99612.64

EXHIBIT A

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

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
12/24/2022	NCFO	FD12	DEPUTY FIRE CHIEF	1	87.40	699.23	6,992.31	181,800.02
				2	90.95	727.62	7,276.20	189,181.12
				3	95.59	764.74	7,647.36	198,831.41
				4	100.47	803.74	8,037.42	208,973.04
				5	105.59	844.74	8,447.43	219,633.15
12/24/2022	NCFO	FD05	FIRE BATTALION CHIEF	1	54.29	1,718.34	6,080.27	158,086.97
				2	56.49	1,788.10	6,327.11	164,504.94
				3	59.37	1,879.34	6,649.97	172,899.19
				4	62.40	1,975.19	6,989.14	181,717.53
				5	65.59	2,075.93	7,345.62	190,986.01

## EXHIBIT A

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

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



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

EFFECTIVE DATE	GROUP/BU	PAYBAND	DESCRIPTION	STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
06/24/2023	NPOA	PD01	POLICE OFFICER	1	52.19	417.50	4,174.96	108,549.00
				2	54.75	438.01	4,380.12	113,883.00
				3	57.50	459.97	4,599.73	119,592.90
				4	60.43	483.46	4,834.64	125,700.75
				5	63.49	507.89	5,078.85	132,050.10
				6	66.66	533.28	5,332.79	138,652.61
06/24/2023	NPOA	PD02	POLICE SERGEANT	1	64.27	514.12	5,141.20	133,671.30
				2	67.50	539.99	5,399.87	140,396.55
				3	70.79	566.31	5,663.05	147,239.40
				4	74.38	595.02	5,950.19	154,704.90
				5	78.02	624.15	6,241.52	162,279.60
				6	81.92	655.36	6,553.60	170,393.58

EXHIBIT A

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

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

City of Napa Salary Table Full-Time  
Executive Group

Effective Date	Group/BU	Job Class	Description	Minimum Pay Rate	Maximum Pay Rate
03/04/2023	EXEC	CA04	CITY ATTORNEY	216,940.00	260,328.00
12/24/2022	EXEC	CC04	CITY CLERK	132,630.00	159,156.00
12/24/2022	EXEC	CD24	COMMUNITY DEVELOPMENT DIRECTOR	189,800.00	227,760.00
12/24/2022	EXEC	CM04	CITY MANAGER	231,690.00	278,028.00
12/24/2022	EXEC	CM06	ASSISTANT CITY MANAGER	199,290.00	239,148.00
12/24/2022	EXEC	FD10	FIRE CHIEF	220,670.00	264,804.00
12/24/2022	EXEC	FN13	FINANCE DIRECTOR	178,220.00	213,864.00
12/24/2022	EXEC	HR04	HUMAN RESOURCES DIRECTOR	178,220.00	213,864.00
12/24/2022	EXEC	PD20	POLICE CHIEF	220,670.00	264,804.00
12/24/2022	EXEC	PR12	PARKS AND RECREATION DIRECTOR	189,800.00	227,760.00
12/24/2022	EXEC	PW26	PUBLIC WORKS DIRECTOR	189,800.00	227,760.00
12/24/2022	EXEC	UT31	UTILITIES DIRECTOR	189,800.00	227,760.00