



September 17, 2025
NVRTA Agenda Item 10.7
Continued From: New

Action Requested: APPROVE

NAPA VALLEY TRANSPORTATION AUTHORITY

Board Agenda Memo

TO: NVRTA Board of Directors

FROM: Danielle Schmitz, Executive Director

REPORT BY: Laura Sanderlin, Board Secretary
(707) 259-8633 / Email: lsanderlin@nvta.ca.gov

SUBJECT: Resolution Numbers 19-15 REVISED; 21-22 REVISED; 22-18 REVISED; 23-19 REVISED; 24-09 REVISED; and 25-06 REVISED, Amendment to Administrative Records for compliance under the California Code of Regulations (CCR)

RECOMMENDATION

That the Napa Valley Transportation Authority (NVRTA) Board approve Resolution Numbers 19-15 REVISED; 21-22 REVISED; 22-18 REVISED; 23-19 REVISED; 24-09 REVISED; and 25-06 REVISED (Attachments 1-6) amending the publicly available pay schedules by making administrative corrections to meet the compliance requirements of California Code of Regulations (CCR).

COMMITTEE RECOMMENDATION

None

EXECUTIVE SUMMARY

The Napa Valley Transportation Authority (NVRTA) contracts with California Public Employees' Retirement System (CalPERS) for employee retirement benefits. As an employer, the Agency is responsible for compliance with the Public Employees' Retirement Law (PERL), Government (Gov.), Code and California Code of Regulations (CCR). A recent review from the Audit Compliance and Resolution Unit (ACRU) identified NVRTA's salary schedules for Fiscal Years 2019-25 are not compliant. Under guidance from the ACRU team, the publicly available pay schedules for those years must be revised to reference an effective date and reflect salary ranges for all positions, including those established by separate agreements. Revising Resolutions 19-15, 21-22, 22-18, 23-19, 24-09, and 25-06 will ensure compliance of those salary schedules under the

requirements of CCR. Board approval adopts the proposed revisions which are administrative only.

FISCAL IMPACT

None

CEQA REQUIREMENTS

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (California Environmental Quality Act (CEQA) Guidelines) and therefore CEQA is not applicable.

BACKGROUND

NVTA contracts with California Public Employees' Retirement System (CalPERS) for employee retirement, death and survivor benefits. As an employer, the Agency is responsible for accurately reporting member information and maintaining Publicly Available Pay Schedules (PAPS). To ensure retirement benefits are correctly calculated, compliance with the Public Employees' Retirement Law (PERL), Government (Gov.), Code and California Code of Regulations (CCR) is required. Retirement benefits are calculated based on a member's years of service credit, age at retirement, and final compensation. Inaccurate reporting of compensation can cause inaccurate calculation of retirement benefits that may result in underpayment or overpayment for both members and employers.

ALTERNATIVES

Without approval, Resolution Numbers 19-15, 21-22, 22-18, 23-19, 24-09, and 25-06 would leave the Agency's Publicly Available Pay Schedules non-compliant and result in incorrect benefit payments to retirees.

COUNTYWIDE PLAN GOALS MET BY THIS PROPOSAL

None

ATTACHMENT(S)

- 1) Resolution 19-15, REVISED
- 2) Resolution 21-22, REVISED
- 3) Resolution 22-18, REVISED
- 4) Resolution 23-19, REVISED
- 5) Resolution 24-09, REVISED
- 6) Resolution 25-06, REVISED

RESOLUTION No 19-15, REVISED

**A RESOLUTION OF THE
NAPA VALLEY TRANSPORTATION AUTHORITY (NVTa)
APPROVING FISCAL YEAR (FY) 2019-20 SALARY RANGES FOR
NVTa JOB CLASSIFICATIONS**

WHEREAS, the NVTa policy is to establish and maintain a general compensation and classification structure for NVTa employees that is externally competitive and internally aligned; and

WHEREAS, the compensation plan, including salary ranges, should be reviewed and updated as necessary based on marketplace survey data, internal relationships, and NVTa financial constraints; and

WHEREAS, on October 19, 2011, the Board approved Resolution No. 11-25 establishing compensation ranges for NVTa job classifications; and

WHEREAS, on February 19, 2014, the Board revised Section 2.10 Performance Evaluation of the NVTa Policies, Practices, and Procedures Personnel policies which established that pay grade ranges will be adjusted annually and indexed to the average of County of Napa, Sonoma County Transportation Authority, and Solano Transportation Authority increases for a given year or Bay Area Consumer Price Index (CPI) for all labor within Napa County, whichever is greater; and

WHEREAS, the average increase in the 2018 indexes for the County of Napa (4%), Sonoma County Transportation Authority (0%) and Solano Transportation Authority (2.73%) equals 2.24%, and the Bay Area CPI Index ending December 2018 is 1.9%.

WHEREAS, on September 18, 2019, the Board of Directors of the Napa Valley Transportation Authority adopted the FY 2019-20 Salary Ranges for NVTa Job Classifications, which reflect the indexes for the County of Napa (4%), Sonoma County Transportation Authority (0%) and Solano Transportation Authority (2.73%) of 2.24%, as set forth in Exhibit "A".

WHEREAS, a recent review of the publicly available pay schedule determined Exhibit "A" must be revised to reference an effective date and reflect salary ranges for all positions, including those established by separate agreement to comply with applicable law and regulations; and

NOW, THEREFORE, BE IT RESOLVED, that the NVTa pay schedule for the FY 2019-20 attached hereto as Exhibit "A", effective July 1, 2019, is hereby revised to include salary information required by applicable law; and

BE IT FURTHER RESOLVED, by the Napa Valley Transportation Authority Board of Directors adopts the revised Resolution 19-15 as the pay schedule for FY 2019-20; and

THE FOREGOING RESOLUTION WAS DULY AND REGULARLY ADOPTED by the Board of Directors of the Napa Valley Transportation Authority, at a regular meeting held on September 17, 2025, by the following vote:

Mark Joseph, NVTa Chair

Ayes:

Nays:

Absent:

ATTEST:

Laura Sanderlin, NVTa Board Secretary

APPROVED:

Osman Mufti, NVTa Legal Counsel

EXHIBIT “A”

**Napa Valley Transportation Authority
Pay Schedule
Fiscal Year 2019-2020
Effective 07/01/2019**

Job Title	Monthly Salary Range	
	Minimum	Maximum
Executive Director	\$17,391	\$20,800
Director - Administration, Finance and Policy	\$11,321	\$12,453
Director - Capital Development and Planning	\$11,321	\$12,453
Program Manager - Administration and Human Resources	\$9,419	\$11,321
Program Manager – Engineering and Projects	\$9,419	\$11,321
Program Manager - Public Transit	\$9,419	\$11,321
Principle Program Planner/Administrator	\$8,597	\$10,338
Senior Program Planner/Administrator	\$7,815	\$9,398
Associate Program Planner/Administrator	\$6,833	\$8,197
Assistant Program Planner/Administrator	\$5,909	\$7,086
Transportation Program Planner and Policy Analyst	\$5,909	\$8,197
Marketing & Communications Officer	\$6,833	\$8,197
Senior Financial/Policy Analyst	\$6,833	\$8,197
Accounting Technician	\$5,641	\$6,986
Senior Administrative Technician	\$5,641	\$6,986
Administration Technician (Office Coordinator)	\$4,905	\$6,073

RESOLUTION No 21-22, REVISED

**A RESOLUTION OF THE
NAPA VALLEY TRANSPORTATION AUTHORITY (NVTa)
APPROVING FISCAL YEAR (FY) 2021-22 SALARY RANGES FOR
NVTa JOB CLASSIFICATIONS**

WHEREAS, the NVTa policy is to establish and maintain a general compensation and classification structure for NVTa employees that is externally competitive and internally aligned; and

WHEREAS, the compensation plan, including salary ranges, should be reviewed and updated as necessary based on marketplace survey data, internal relationships, and NVTa financial constraints; and

WHEREAS, the last compensation study was conducted in July 2010 by Cooperative Personnel Services Human Resources Consulting; and

WHEREAS, on June 15, 2011, the Board approved an updated compensation plan based on the findings of such study; and

WHEREAS, on October 19, 2011, the Board approved Resolution No. 11-25 establishing compensation ranges for NVTa job classifications; and

WHEREAS, on February 19, 2014, the Board revised Section 2.10 Performance Evaluation of the NVTa Policies, Practices, and Procedures Personnel policies which established that pay grade ranges will be adjusted annually and indexed to the average of County of Napa, Sonoma County Transportation Authority, and Solano Transportation Authority increases for a given year or Bay Area Consumer Price Index (CPI) for all labor within Napa County, whichever is greater; and

WHEREAS, the average increase in the 2020 indexes for the County of Napa (0%), Sonoma County Transportation Authority (0%) and Solano Transportation Authority (0%) equals 0%, and the Bay Area CPI Index ending December 2020 is 2.0%.

WHEREAS, on July 21, 2021 the Board of Directors of the Napa Valley Transportation Authority adopted the FY 2021-22 minimum salary ranges for NVTa Job Classifications, which reflects the Bay Area Consumer Price Index (CPI) of 2.0% and FY 2021-22 maximum salary ranges for NVTa Job Classifications as set forth in Exhibit "A".

WHEREAS, a recent review of the publicly available pay schedule determined Exhibit "A" must be revised to reference an effective date and reflect salary ranges for all positions, including those established by separate agreement to comply with applicable law and regulations; and

NOW, THEREFORE, BE IT RESOLVED, that the NVTa pay schedule for the FY 2021-22 attached hereto as Exhibit "A", effective July 1, 2021, is hereby revised to include salary information required by applicable law; and

BE IT FURTHER RESOLVED, by the Napa Valley Transportation Authority Board of Directors adopts the revised Resolution 21-22 as the pay schedule for FY 2021-22; and

THE FOREGOING RESOLUTION WAS DULY AND REGULARLY ADOPTED by the Board of Directors of the Napa Valley Transportation Authority, at a regular meeting held on September 17, 2025, by the following vote:

Mark Joseph, NVTa Chair

Ayes:

Nays:

Absent:

ATTEST:

Laura Sanderlin, NVTa Board Secretary

APPROVED:

Osman Mufti, NVTa Legal Counsel

EXHIBIT “A”

Napa Valley Transportation Authority Pay Schedule Fiscal Year 2021-2022 Effective 07/01/2021		Monthly Salary Range	
Job Title	Minimum	Maximum	
Executive Director	\$17,680	\$21,216	
Director - Administration, Finance and Policy	\$11,547	\$14,943	
Director - Capital Development and Planning	\$11,547	\$14,943	
Program Manager – Engineering and Projects	\$9,607	\$11,547	
Program Manager - Public Transit	\$9,607	\$11,547	
Principle Program Planner/Administrator	\$8,769	\$12,349	
Senior Program Planner/Administrator	\$7,971	\$10,686	
Associate Program Planner/Administrator	\$6,969	\$8,905	
Assistant Program Planner/Administrator	\$6,027	\$7,542	
Transportation Program Planner and Policy Analyst	\$6,027	\$9,835	
Communications Officer	\$6,969	\$9,835	
Senior Financial Analyst	\$6,969	\$9,398	
Accounting Technician	\$5,753	\$7,336	
Senior Administrative Technician	\$5,753	\$7,336	
Administration Technician (Office Coordinator)	\$5,003	\$6,377	

RESOLUTION No 22-18, REVISED

**A RESOLUTION OF THE
NAPA VALLEY TRANSPORTATION AUTHORITY (NVTa)
APPROVING FISCAL YEAR (FY) 2022-23 SALARY RANGES FOR
NVTa JOB CLASSIFICATIONS**

WHEREAS, the NVTa policy is to establish and maintain a general compensation and classification structure for NVTa employees that is externally competitive and internally aligned; and

WHEREAS, the compensation plan, including salary ranges, are reviewed and updated regularly based on marketplace survey data, internal relationships, and NVTa financial constraints; and

WHEREAS, on October 19, 2011, the Board approved Resolution No. 11-25 establishing compensation ranges for NVTa job classifications; and

WHEREAS, on February 19, 2014, the Board revised Section 2.10 Performance Evaluation of the NVTa Policies, Practices, and Procedures Personnel policies which established that pay grade ranges will be adjusted annually and indexed to the average of County of Napa, Sonoma County Transportation Authority, and Solano Transportation Authority increases for a given year or Bay Area Consumer Price Index (CPI) for all labor within Napa County, whichever is greater; and

WHEREAS, the average increase in the 2021 indexes for the County of Napa (4%), Sonoma County Transportation Authority (0%) and Solano Transportation Authority (1.2%) equals 1.7%, and the Bay Area CPI Index ending December 2021 is 4.2%.

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WHEREAS, on June 15, 2022 the Board of Directors of the Napa Valley Transportation Authority adopted the FY 2022-23 Salary Ranges for NVTa Job Classifications in Exhibit A, which reflects a 4.2% increase to the minimum and maximum ranges based on the Bay Area CPI Index ending December 2021.

WHEREAS, a recent review of the publicly available pay schedule determined Exhibit "A" must be revised to reference an effective date and reflect salary ranges for all positions, including those established by separate agreement to comply with applicable law and regulations; and

NOW, THEREFORE, BE IT RESOLVED, that the NVTa pay schedule for the FY 2022-23 attached hereto as Exhibit "A", effective July 1, 2022, is hereby revised to include salary information required by applicable law; and

BE IT FURTHER RESOLVED, by the Napa Valley Transportation Authority Board of Directors adopts the revised Resolution 22-18 as the pay schedule for FY 2022-23; and

THE FOREGOING RESOLUTION WAS DULY AND REGULARLY ADOPTED by the Board of Directors of the Napa Valley Transportation Authority, at a regular meeting held on September 17, 2025 by the following vote:

Mark Joseph, NVTa Chair

Ayes:

Nays:

Absent:

ATTEST:

Laura Sanderlin, NVTa Board Secretary

APPROVED:

Osman Mufti, NVTa Legal Counsel

EXHIBIT “A”

Napa Valley Transportation Authority Pay Schedule Fiscal Year 2022-2023 Effective 07/01/2022		Monthly Salary Range	
Job Title	Minimum	Maximum	
Executive Director	\$18,422	\$22,107	
Director - Administration, Finance and Policy	\$12,031	\$15,570	
Director - Capital Development and Planning	\$12,031	\$15,570	
Program Manager – Engineering and Projects*	\$12,031	\$15,570	
Program Manager - Public Transit	\$9,137	\$12,867	
Principal Program Planner/Administrator	\$9,137	\$12,867	
Senior Program Planner/Administrator	\$8,305	\$11,134	
Associate Program Planner/Administrator	\$7,261	\$9,279	
Assistant Program Planner/Administrator	\$6,280	\$7,858	
Transportation Program Planner and Policy Analyst	\$6,280	\$10,248	
Information and Marketing Specialist	\$7,261	\$10,248	
Senior Financial Analyst	\$7,261	\$9,809	
Accounting Technician	\$5,994	\$7,644	
Senior Administrative Technician	\$5,994	\$7,644	
Administration Technician (Office Coordinator)	\$5,213	\$6,644	

- *In addition to the approved salary range, a hiring incentive payment of up to \$20,000 structured as incremental payments over a one-year period may be paid as salary.

RESOLUTION No 23-19, REVISED

**A RESOLUTION OF THE
NAPA VALLEY TRANSPORTATION AUTHORITY (NVTa)
APPROVING FISCAL YEAR (FY) 2023-24 SALARY RANGES FOR
NVTa JOB CLASSIFICATIONS**

WHEREAS, the NVTa policy establishes and maintains a general compensation and classification structure for NVTa employees that is externally competitive and internally aligned; and

WHEREAS, the compensation plan, including salary ranges, are reviewed and updated regularly based on marketplace survey data, internal relationships, and NVTa financial constraints; and

WHEREAS, on October 19, 2011, the Board approved Resolution No. 11-25 establishing compensation ranges for NVTa job classifications; and

WHEREAS, on February 19, 2014, the Board revised Section 2.10 Performance Evaluation of the NVTa Policies, Practices, and Procedures Personnel policies which established that pay grade ranges will be adjusted annually and indexed to the average of County of Napa, Sonoma County Transportation Authority, and Solano Transportation Authority increases for a given year or Bay Area Consumer Price Index (CPI) for all labor within Napa County, whichever is greater; and

WHEREAS, the average increase in the 2022 indexes for the County of Napa (7%), Sonoma County Transportation Authority (2.5%) and Solano Transportation Authority (3%) equals 4.17%, and the Bay Area CPI Index ending December 2022 is 4.9%.

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WHEREAS, on June 21, 2023 the Board of Directors of the Napa Valley Transportation Authority adopted the FY 2023-24 Salary Ranges for NVTa Job Classifications in Exhibit A, which reflects a 4.9% increase to the minimum and maximum ranges based on the Bay Area CPI Index ending December 2022.

WHEREAS, a recent review of the publicly available pay schedule determined Exhibit “A” must be revised to reference an effective date and reflect salary ranges for all positions, including those established by separate agreement to comply with applicable law and regulations; and

NOW, THEREFORE, BE IT RESOLVED, that the NVTa pay schedule for the FY 2023-24 attached hereto as Exhibit “A”, effective July 1, 2023, is hereby revised to include salary information required by applicable law; and

BE IT FURTHER RESOLVED, by the Napa Valley Transportation Authority Board of Directors adopts the revised Resolution 23-19 as the pay schedule for FY 2023-24; and

THE FOREGOING RESOLUTION WAS DULY AND REGULARLY ADOPTED by the Board of Directors of the Napa Valley Transportation Authority, at a regular meeting held on September 17, 2025 by the following vote:

Mark Joseph, NVTa Chair

Ayes:

Nays:

Absent:

ATTEST:

Laura Sanderlin, NVTa Board Secretary

APPROVED:

Osman Mufti, NVTa Legal Counsel

EXHIBIT “A”
Napa Valley Transportation Authority
Pay Schedule
Fiscal Year 2023-2024
Effective 07/01/2023

Job Title	Monthly Salary Range	
	Minimum	Maximum
Executive Director	\$19,324	\$23,190
Director - Administration, Finance and Policy	\$12,621	\$16,333
Director - Capital Development and Planning	\$12,621	\$16,333
Program Manager – Engineering and Projects*	\$12,621	\$16,333
Program Manager - Public Transit	\$9,585	\$13,497
Principal Program Planner/Administrator	\$9,585	\$13,497
Senior Program Planner/Administrator	\$8,712	\$11,680
Associate Program Planner/Administrator	\$7,616	\$9,733
Assistant Program Planner/Administrator	\$6,587	\$8,243
Transportation Program Planner and Policy Analyst	\$6,587	\$10,750
Information and Marketing Specialist	\$7,617	\$10,750
Senior Accountant	\$7,617	\$10,290
Accounting Technician	\$6,288	\$8,019
Senior Administrative Technician	\$6,288	\$8,019
Administration Technician (Office Coordinator)	\$5,468	\$6,970

- *In addition to the approved salary range, a hiring incentive payment of up to \$20,000 structured as incremental payments over a one-year period may be paid as salary.

RESOLUTION No 24-09, REVISED

**A RESOLUTION OF THE
NAPA VALLEY TRANSPORTATION AUTHORITY (NVTA)
APPROVING FISCAL YEAR (FY) 2024-25 SALARY RANGES FOR
NVTA JOB CLASSIFICATIONS**

WHEREAS, the NVTA policy establishes and maintains a general compensation and classification structure for NVTA employees that is externally competitive and internally aligned; and

WHEREAS, the compensation plan, including salary ranges, are reviewed and updated regularly based on marketplace survey data, internal relationships, and NVTA financial constraints; and

WHEREAS, on October 19, 2011, the Board approved Resolution No. 11-25 establishing compensation ranges for NVTA job classifications; and

WHEREAS, on February 19, 2014, the Board revised Section 2.10 Performance Evaluation of the NVTA Policies, Practices, and Procedures Personnel policies which established that pay grade ranges will be adjusted annually and indexed to the average of County of Napa, Sonoma County Transportation Authority, and Solano Transportation Authority increases for a given year or Bay Area Consumer Price Index (CPI) for all labor within Napa County, whichever is greater; and

WHEREAS, on June 21, 2023 the Board approved Resolution No. 23-19 establishing compensation ranges for NVTA job classifications for FY2023-24; and

WHEREAS, compensation studies completed in 2023 and 2024 were conducted using the comparator agencies: Alameda County, City of San Rafael, City/County of Governments of San Mateo, Contra Costa Transportation Authority, Marin County Transportation Authority, San Francisco County Transportation Authority, Solano Transportation Authority, Sonoma County Transportation Authority, County of Napa and Sonoma-Marín Area Rail Transit; and

WHEREAS, on May 22, 2024 the Board of Directors of the Napa Valley Transportation Authority adopted the FY 2024-25 salary ranges based on the recommendations as part of the compensation studies;

WHEREAS, a recent review of the publicly available pay schedule determined Exhibit "A" must be revised to reference an effective date and reflect salary ranges for all positions, including those established by separate agreement to comply with applicable law and regulations; and

NOW, THEREFORE, BE IT RESOLVED, that the NVTa pay schedule for the FY 2024-25 attached hereto as Exhibit "A", effective July 1, 2024, is hereby revised to include salary information required by applicable law; and

BE IT FURTHER RESOLVED, by the Napa Valley Transportation Authority Board of Directors adopts the revised Resolution 24-09 as the pay schedule for FY 2024-25; and

THE FOREGOING RESOLUTION WAS DULY AND REGULARLY ADOPTED by the Board of Directors of the Napa Valley Transportation Authority, at a regular meeting held on September 17, 2025 and by the following vote:

Mark Joseph, NVTa Chair

Ayes:

Nays:

Absent:

ATTEST:

Laura Sanderlin, NVTa Board Secretary

APPROVED:

Osman Mufti, NVTa Legal Counsel

Exhibit "A"
Napa Valley Transportation Authority
Fiscal Year 2024-2025 Job Classifications & Salary Schedule
Effective 07/01/24

NVT		Effective 07/01/24			
Department	Classification Level	Classification Title	FLSA/Range	Monthly Min	Monthly Max
Executive Leadership	Executive	Executive Director	E60	\$18,644	\$25,169
		Deputy Executive Director	E52	\$15,302	\$20,658
Administration, Finance & Policy					
Finance	Director	Director - Administration, Finance & Policy	E44	\$12,559	\$16,955
	Manager	Finance Manager	E38	\$10,830	\$14,620
	Assistant Manager	Assistant Finance Manager	E32	\$9,338	\$12,607
	Senior Administrator	Senior Accountant	E26	\$8,052	\$10,871
	Associate Administrator	Associate Accountant/Procurement & Contracts	NE22	\$7,295	\$9,848
Administrative	Assistant Administrator	Accounting Assistant/Technician	NE14	\$5,987	\$8,083
	Manager	Administration, Human Resources Manager & Board Secretary	E38	\$10,830	\$14,620
	Assistant Manager	Principal Administrator	E32	\$9,338	\$12,607
	Senior Administrator	Office Manager/Senior Administrator	E26	\$8,052	\$10,871
	Associate Administrator	Office Coordinator/Administrative Technician	NE16	\$6,291	\$8,492
	Assistant Administrator	Office Assistant	NE11	\$5,560	\$7,506
Capital Development & Planning					
Planning	Director	Director - Capital Development & Planning	E44	\$12,559	\$16,955
	Manager	Planning Manager	E38	\$10,830	\$14,620
	Assistant Manager	Principal Program Planner	E32	\$9,338	\$12,607
	Senior Administrator	Senior Program Planner	E26	\$8,052	\$10,871
	Associate Administrator	Associate Program Planner	NE22	\$7,295	\$9,848
Transit	Assistant Administrator	Assistant Program Planner	NE16	\$6,291	\$8,492
	Director	Director - Public Transit	E44	\$12,559	\$16,955
	Manager	Transit Manager	E38	\$10,830	\$14,620
	Assistant Manager	Principal Transit Planner	E32	\$9,338	\$12,607
	Senior Administrator	Senior Transit Planner	E26	\$8,052	\$10,871
	Associate Administrator	Associate Transit Planner	NE22	\$7,295	\$9,848
	Assistant Administrator	Transit Coordinator/Assistant	NE16	\$6,291	\$8,492
Communications	Manager	Government & Community Affairs Manager (PIO/Legislative)	E38	\$10,830	\$14,620
	Assistant Manager	Communications Manager	E32	\$9,338	\$12,607
	Senior Administrator	Communications & Outreach Coordinator	E26	\$8,052	\$10,871
	Associate Administrator	Marketing Administrator	NE16	\$6,291	\$8,492
	Assistant Administrator	Outreach Coordinator	NE11	\$5,560	\$7,506
Engineering					
	Director	Director - Engineering	E47	\$13,525	\$18,258
	Manager	Engineering Manager	E43	\$12,253	\$16,541
	Assistant Manager	Principal Engineer	E37	\$10,566	\$14,263
	Senior Administrator	Senior Engineer	E31	\$9,111	\$12,299
	Associate Administrator	Associate Engineer	NE27	\$8,254	\$11,143
	Assistant Administrator	Engineer Aide/Assistant	NE16	\$6,291	\$8,492

Salary Schedule

Salary Range	Annual		Monthly		Biweekly	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	52,121	70,363	4,343	5,864	2,004.66	2,706.29
2	53,424	72,123	4,452	6,010	2,054.77	2,773.94
3	54,760	73,926	4,563	6,160	2,106.14	2,843.29
4	56,129	75,774	4,677	6,314	2,158.80	2,914.37
5	57,532	77,668	4,794	6,472	2,212.77	2,987.23
6	58,970	79,610	4,914	6,634	2,268.08	3,061.91
7	60,444	81,600	5,037	6,800	2,324.79	3,138.46
8	61,956	83,640	5,163	6,970	2,382.91	3,216.92
9	63,504	85,731	5,292	7,144	2,442.48	3,297.35
10	65,092	87,874	5,424	7,323	2,503.54	3,379.78
11	66,719	90,071	5,560	7,506	2,566.13	3,464.27
12	68,387	92,323	5,699	7,694	2,630.28	3,550.88
13	70,097	94,631	5,841	7,886	2,696.04	3,639.65
14	71,849	96,997	5,987	8,083	2,763.44	3,730.64
15	73,646	99,422	6,137	8,285	2,832.53	3,823.91
16	75,487	101,907	6,291	8,492	2,903.34	3,919.51
17	77,374	104,455	6,448	8,705	2,975.92	4,017.50
18	79,308	107,066	6,609	8,922	3,050.32	4,117.93
19	81,291	109,743	6,774	9,145	3,126.58	4,220.88
20	83,323	112,487	6,944	9,374	3,204.74	4,326.40
21	85,406	115,299	7,117	9,608	3,284.86	4,434.56
22	87,542	118,181	7,295	9,848	3,366.98	4,545.43
23	89,730	121,136	7,478	10,095	3,451.16	4,659.06
24	91,973	124,164	7,664	10,347	3,537.44	4,775.54
25	94,273	127,268	7,856	10,606	3,625.87	4,894.93
26	96,630	130,450	8,052	10,871	3,716.52	5,017.30
27	99,045	133,711	8,254	11,143	3,809.43	5,142.73
28	101,521	137,054	8,460	11,421	3,904.67	5,271.30
29	104,059	140,480	8,672	11,707	4,002.29	5,403.09
30	106,661	143,992	8,888	11,999	4,102.34	5,538.16
31	109,327	147,592	9,111	12,299	4,204.90	5,676.62
32	112,061	151,282	9,338	12,607	4,310.02	5,818.53
33	114,862	155,064	9,572	12,922	4,417.77	5,964.00

Salary Range	Annual		Monthly		Biweekly	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
34	117,734	158,940	9,811	13,245	4,528.22	6,113.10
35	120,677	162,914	10,056	13,576	4,641.42	6,265.92
36	123,694	166,987	10,308	13,916	4,757.46	6,422.57
37	126,786	171,162	10,566	14,263	4,876.40	6,583.14
38	129,956	175,441	10,830	14,620	4,998.31	6,747.71
39	133,205	179,827	11,100	14,986	5,123.26	6,916.41
40	136,535	184,322	11,378	15,360	5,251.35	7,089.32
41	139,948	188,930	11,662	15,744	5,382.63	7,266.55
42	143,447	193,654	11,954	16,138	5,517.19	7,448.21
43	147,033	198,495	12,253	16,541	5,655.12	7,634.42
44	150,709	203,457	12,559	16,955	5,796.50	7,825.28
45	154,477	208,544	12,873	17,379	5,941.42	8,020.91
46	158,339	213,757	13,195	17,813	6,089.95	8,221.43
47	162,297	219,101	13,525	18,258	6,242.20	8,426.97
48	166,355	224,579	13,863	18,715	6,398.25	8,637.64
49	170,513	230,193	14,209	19,183	6,558.21	8,853.58
50	174,776	235,948	14,565	19,662	6,722.17	9,074.92
51	179,146	241,847	14,929	20,154	6,890.22	9,301.80
52	183,624	247,893	15,302	20,658	7,062.48	9,534.34
53	188,215	254,090	15,685	21,174	7,239.04	9,772.70
54	192,920	260,442	16,077	21,704	7,420.01	10,017.02
55	197,743	266,954	16,479	22,246	7,605.51	10,267.44
56	202,687	273,627	16,891	22,802	7,795.65	10,524.13
57	207,754	280,468	17,313	23,372	7,990.54	10,787.23
58	212,948	287,480	17,746	23,957	8,190.31	11,056.91
59	218,272	294,667	18,189	24,556	8,395.06	11,333.34
60	223,728	302,033	18,644	25,169	8,604.94	11,616.67

RESOLUTION No 25-06, REVISED

**A RESOLUTION OF THE
NAPA VALLEY TRANSPORTATION AUTHORITY (NVTA)
APPROVING FISCAL YEAR (FY) 2025-26 SALARY RANGES FOR
NVTA JOB CLASSIFICATIONS**

WHEREAS, the NVTA policy establishes and maintains a general compensation and classification structure for NVTA employees that is externally competitive and internally aligned; and

WHEREAS, the compensation plan, including salary ranges, are reviewed and updated regularly based on marketplace survey data, internal relationships, and NVTA financial constraints; and

WHEREAS, on October 19, 2011, the Board approved Resolution No. 11-25 establishing compensation ranges for NVTA job classifications; and

WHEREAS, on February 19, 2014, the Board revised Section 2.10 Performance Evaluation of the NVTA Policies, Practices, and Procedures Personnel policies which established that pay grade ranges will be adjusted annually and indexed to the average of County of Napa, Sonoma County Transportation Authority, and Solano Transportation Authority increases for a given year or Bay Area Consumer Price Index (CPI) for all labor within Napa County, whichever is greater; and

WHEREAS, on May 22, 2024 the Board approved Resolution No. 24-09 establishing compensation ranges for NVTA job classifications for FY2024-25; and

WHEREAS, the average increase in the 2024 indexes for the County of Napa (4%), Sonoma County Transportation Authority (0%) and Solano Transportation Authority (3%) equals 2.3%, and the Bay Area CPI Index ending December 2024 was 2.4%.

WHEREAS, on June 18, 2025 the Board of Directors of the Napa Valley Transportation Authority adopted the FY 2025-26 Salary Schedule for NVTA Job Classifications, which reflects a 2.4% increase to the minimum and maximum ranges based on the Bay Area CPI Index ending December 2024.

WHEREAS, a recent review of the publicly available pay schedule determined Exhibit "A" must be revised to reference an effective date and reflect salary ranges for all positions, including those established by separate agreement to comply with applicable law and regulations; and

NOW, THEREFORE, BE IT RESOLVED, that the NVTa pay schedule for the FY 2025-26 attached hereto as Exhibit "A", effective July 1, 2025, is hereby revised to include salary information required by applicable law; and

BE IT FURTHER RESOLVED, by the Napa Valley Transportation Authority Board of Directors adopts the revised Resolution 25-06 as the pay schedule for FY 2025-26; and

THE FOREGOING RESOLUTION WAS DULY AND REGULARLY ADOPTED by the Board of Directors of the Napa Valley Transportation Authority, at a regular meeting held on September 17, 2025 and by the following vote:

Mark Joseph, NVTa Chair

Ayes:

Nays:

Absent:

ATTEST:

Laura Sanderlin, NVTa Board Secretary

APPROVED:

Osman Mufti, NVTa Legal Counsel

Exhibit "A"
Napa Valley Transportation Authority
Pay Schedule & Job Classifications
Fiscal Year 2025-2026
Effective 07/01/2025

NVTA					
Department	Classification Level	Classification Title	FLSA/Range	Monthly Min	Monthly Max
Executive Leadership	Executive	Executive Director	E53-E60	\$16,061.44	\$25,773.06
		Deputy Executive Director	E52	\$15,669	\$21,154
Administration, Finance & Policy					
Finance	Director	Director - Administration, Finance & Policy	E44	\$12,860	\$17,362
	Manager	Finance Manager	E38	\$11,090	\$14,971
	Assistant Manager	Assistant Finance Manager	E32	\$9,562	\$12,910
	Senior Administrator	Senior Accountant	E26	\$8,245	\$11,132
	Associate Administrator	Associate Accountant/Procurement & Contracts	NE22	\$7,470	\$10,084
	Assistant Administrator	Accounting Assistant/Technician	NE14	\$6,131	\$8,277
Administrative	Manager	Administration, Human Resources Manager & Board	E38	\$11,090	\$14,971
	Assistant Manager	Principal Administrator	E32	\$9,562	\$12,910
	Senior Administrator	Office Manager/Senior Administrator	E26	\$8,245	\$11,132
	Associate Administrator	Office Coordinator/Administrative Technician	NE16	\$6,442	\$8,696
	Assistant Administrator	Office Assistant	NE11	\$5,693	\$7,686
Capital Development & Planning					
Planning	Director	Director - Capital Development & Planning	E44	\$12,860	\$17,362
	Manager	Planning Manager	E38	\$11,090	\$14,971
	Assistant Manager	Principal Program Planner	E32	\$9,562	\$12,910
	Senior Administrator	Senior Program Planner	E26	\$8,245	\$11,132
	Associate Administrator	Associate Program Planner	NE22	\$7,470	\$10,084
	Assistant Administrator	Assistant Program Planner	NE16	\$6,442	\$8,696
Transit	Director	Director - Public Transit	E44	\$12,860	\$17,362
	Manager	Transit Manager	E38	\$11,090	\$14,971
	Assistant Manager	Principal Transit Planner	E32	\$9,562	\$12,910
	Senior Administrator	Senior Transit Planner	E26	\$8,245	\$11,132
	Associate Administrator	Associate Transit Planner	NE22	\$7,470	\$10,084
	Assistant Administrator	Transit Coordinator/Assistant	NE16	\$6,442	\$8,696
Communications	Manager	Government & Community Affairs Manager	E38	\$11,090	\$14,971
	Assistant Manager	Communications Manager	E32	\$9,562	\$12,910
	Senior Administrator	Communications & Outreach Coordinator	E26	\$8,245	\$11,132
	Associate Administrator	Marketing Administrator	NE16	\$6,442	\$8,696
	Assistant Administrator	Outreach Coordinator	NE11	\$5,693	\$7,686
Engineering					
	Director	Director - Engineering	E47	\$13,850	\$18,696
	Manager	Engineering Manager	E43	\$12,547	\$16,938
	Assistant Manager	Principal Engineer	E37	\$10,820	\$14,605
	Senior Administrator	Senior Engineer	E31	\$9,330	\$12,594
	Associate Administrator	Associate Engineer	NE27	\$8,452	\$11,410
	Assistant Administrator	Engineer Aide/Assistant	NE16	\$6,442	\$8,696

Salary Range	Annual		Monthly		Biweekly	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	\$ 53,371.90	\$ 72,051.71	\$ 4,447.23	\$ 6,004.74	\$ 2,052.77	\$ 2,771.24
2	\$ 54,706.18	\$ 73,853.95	\$ 4,558.85	\$ 6,154.24	\$ 2,104.08	\$ 2,840.51
3	\$ 56,074.24	\$ 75,700.22	\$ 4,672.51	\$ 6,307.84	\$ 2,156.69	\$ 2,911.53
4	\$ 57,476.10	\$ 77,592.58	\$ 4,789.25	\$ 6,465.54	\$ 2,210.61	\$ 2,984.31
5	\$ 58,912.77	\$ 79,532.03	\$ 4,909.06	\$ 6,627.33	\$ 2,265.88	\$ 3,058.92
6	\$ 60,385.28	\$ 81,520.64	\$ 5,031.94	\$ 6,793.22	\$ 2,322.51	\$ 3,135.40
7	\$ 61,894.66	\$ 83,558.40	\$ 5,157.89	\$ 6,963.20	\$ 2,380.58	\$ 3,213.78
8	\$ 63,442.94	\$ 85,647.36	\$ 5,286.91	\$ 7,137.28	\$ 2,440.10	\$ 3,294.13
9	\$ 65,028.10	\$ 87,788.54	\$ 5,419.01	\$ 7,315.46	\$ 2,501.10	\$ 3,376.49
10	\$ 66,654.21	\$ 89,982.98	\$ 5,554.18	\$ 7,498.75	\$ 2,563.62	\$ 3,460.89
11	\$ 68,320.26	\$ 92,232.70	\$ 5,693.44	\$ 7,686.14	\$ 2,627.72	\$ 3,547.41
12	\$ 70,028.29	\$ 94,538.75	\$ 5,835.78	\$ 7,878.66	\$ 2,693.41	\$ 3,636.10
13	\$ 71,779.33	\$ 96,902.14	\$ 5,981.18	\$ 8,075.26	\$ 2,760.74	\$ 3,727.00
14	\$ 73,573.38	\$ 99,324.93	\$ 6,130.69	\$ 8,276.99	\$ 2,829.76	\$ 3,820.18
15	\$ 75,413.50	\$ 101,808.13	\$ 6,284.29	\$ 8,483.84	\$ 2,900.51	\$ 3,915.68
16	\$ 77,298.69	\$ 104,352.77	\$ 6,441.98	\$ 8,695.81	\$ 2,973.02	\$ 4,013.58
17	\$ 79,230.98	\$ 106,961.92	\$ 6,602.75	\$ 8,913.92	\$ 3,047.34	\$ 4,113.92
18	\$ 81,211.39	\$ 109,635.58	\$ 6,767.62	\$ 9,136.13	\$ 3,123.53	\$ 4,216.76
19	\$ 83,241.98	\$ 112,376.83	\$ 6,936.58	\$ 9,364.48	\$ 3,201.62	\$ 4,322.18
20	\$ 85,322.75	\$ 115,186.69	\$ 7,110.66	\$ 9,598.98	\$ 3,281.65	\$ 4,430.23
21	\$ 87,455.74	\$ 118,066.18	\$ 7,287.81	\$ 9,838.59	\$ 3,363.70	\$ 4,540.99
22	\$ 89,643.01	\$ 121,017.34	\$ 7,470.08	\$ 10,084.35	\$ 3,447.79	\$ 4,654.52
23	\$ 91,883.52	\$ 124,043.26	\$ 7,657.47	\$ 10,337.28	\$ 3,533.99	\$ 4,770.88
24	\$ 94,180.35	\$ 127,143.94	\$ 7,847.94	\$ 10,595.33	\$ 3,622.34	\$ 4,890.15
25	\$ 96,535.55	\$ 130,322.43	\$ 8,044.54	\$ 10,860.54	\$ 3,712.89	\$ 5,012.41
26	\$ 98,949.12	\$ 133,580.80	\$ 8,245.25	\$ 11,131.90	\$ 3,805.72	\$ 5,137.72
27	\$ 101,422.08	\$ 136,920.06	\$ 8,452.10	\$ 11,410.43	\$ 3,900.86	\$ 5,266.16
28	\$ 103,957.50	\$ 140,343.30	\$ 8,663.04	\$ 11,695.10	\$ 3,998.38	\$ 5,397.81
29	\$ 106,556.42	\$ 143,851.52	\$ 8,880.13	\$ 11,987.97	\$ 4,098.34	\$ 5,532.76
30	\$ 109,220.86	\$ 147,447.81	\$ 9,101.31	\$ 12,286.98	\$ 4,200.80	\$ 5,671.08

Salary Range	Annual		Monthly		Biweekly	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
31	\$ 111,950.85	\$ 151,134.21	\$ 9,329.66	\$ 12,594.18	\$ 4,305.82	\$ 5,812.86
32	\$ 114,750.46	\$ 154,912.77	\$ 9,562.11	\$ 12,909.57	\$ 4,413.46	\$ 5,958.17
33	\$ 117,618.69	\$ 158,785.54	\$ 9,801.73	\$ 13,232.13	\$ 4,523.80	\$ 6,107.14
34	\$ 120,559.62	\$ 162,754.56	\$ 10,046.46	\$ 13,562.88	\$ 4,636.90	\$ 6,259.81
35	\$ 123,573.25	\$ 166,823.94	\$ 10,297.34	\$ 13,901.82	\$ 4,752.81	\$ 6,416.30
36	\$ 126,662.66	\$ 170,994.69	\$ 10,555.39	\$ 14,249.98	\$ 4,871.64	\$ 6,576.71
37	\$ 129,828.86	\$ 175,269.89	\$ 10,819.58	\$ 14,605.31	\$ 4,993.43	\$ 6,741.14
38	\$ 133,074.94	\$ 179,651.58	\$ 11,089.92	\$ 14,970.88	\$ 5,118.27	\$ 6,909.66
39	\$ 136,401.92	\$ 184,142.85	\$ 11,366.40	\$ 15,345.66	\$ 5,246.22	\$ 7,082.40
40	\$ 139,811.84	\$ 188,745.73	\$ 11,651.07	\$ 15,728.64	\$ 5,377.38	\$ 7,259.46
41	\$ 143,306.75	\$ 193,464.32	\$ 11,941.89	\$ 16,121.86	\$ 5,511.81	\$ 7,440.95
42	\$ 146,889.73	\$ 198,301.70	\$ 12,240.90	\$ 16,525.31	\$ 5,649.60	\$ 7,626.97
43	\$ 150,561.79	\$ 203,258.88	\$ 12,547.07	\$ 16,937.98	\$ 5,790.84	\$ 7,817.65
44	\$ 154,326.02	\$ 208,339.97	\$ 12,860.42	\$ 17,361.92	\$ 5,935.62	\$ 8,013.09
45	\$ 158,184.45	\$ 213,549.06	\$ 13,181.95	\$ 17,796.10	\$ 6,084.01	\$ 8,213.41
46	\$ 162,139.14	\$ 218,887.17	\$ 13,511.68	\$ 18,240.51	\$ 6,236.11	\$ 8,418.74
47	\$ 166,192.13	\$ 224,359.42	\$ 13,849.60	\$ 18,696.19	\$ 6,392.01	\$ 8,629.22
48	\$ 170,347.52	\$ 229,968.90	\$ 14,195.71	\$ 19,164.16	\$ 6,551.81	\$ 8,844.94
49	\$ 174,605.31	\$ 235,717.63	\$ 14,550.02	\$ 19,643.39	\$ 6,715.61	\$ 9,066.07
50	\$ 178,970.62	\$ 241,610.75	\$ 14,914.56	\$ 20,133.89	\$ 6,883.50	\$ 9,292.72
51	\$ 183,445.50	\$ 247,651.33	\$ 15,287.30	\$ 20,637.70	\$ 7,055.59	\$ 9,525.04
52	\$ 188,030.98	\$ 253,842.43	\$ 15,669.25	\$ 21,153.79	\$ 7,231.98	\$ 9,763.16
53	\$ 192,732.16	\$ 260,188.16	\$ 16,061.44	\$ 21,682.18	\$ 7,412.78	\$ 10,007.24
54	\$ 197,550.08	\$ 266,692.61	\$ 16,462.85	\$ 22,224.90	\$ 7,598.09	\$ 10,257.43
55	\$ 202,488.83	\$ 273,360.90	\$ 16,874.50	\$ 22,779.90	\$ 7,788.04	\$ 10,513.86
56	\$ 207,551.49	\$ 280,194.05	\$ 17,296.38	\$ 23,349.25	\$ 7,982.75	\$ 10,776.71
57	\$ 212,740.10	\$ 287,199.23	\$ 17,728.51	\$ 23,932.93	\$ 8,182.31	\$ 11,046.12
58	\$ 218,058.75	\$ 294,379.52	\$ 18,171.90	\$ 24,531.97	\$ 8,386.88	\$ 11,322.28
59	\$ 223,510.53	\$ 301,739.01	\$ 18,625.54	\$ 25,145.34	\$ 8,596.54	\$ 11,605.34
60	\$ 229,097.47	\$ 309,281.79	\$ 19,091.46	\$ 25,773.06	\$ 8,811.46	\$ 11,895.47