

SIDE LETTER AGREEMENT NO. 1

TO AGREEMENT NO. 6711c

BETWEEN

NAPA CITY EMPLOYEES ASSOCIATION

AND

CITY OF NAPA

**Benchmark Survey**

**Whereas,** The City of Napa ("City") and the Napa City Employees Association ("NCEA") are committed to maintaining cooperative labor relations, including discussions over matters outside of the Memorandum of Understanding ("MOU") now and in the future.

**Whereas,** The City and NCEA are parties to an MOU with a term of March 1, 2002 through February 28, 2011.

**Whereas,** Section 3.3 of the NCEA MOU establishes the methodology for the Benchmark Survey.

**Whereas,** The parties have developed additional understandings with regard to the implementation and conduct of the Benchmark survey.

**Therefore,**

1. The parties have agreed to the results of the survey conducted by Johnson & Associates (Attached hereto as Exhibit "A") with the following adjustments:
2. The parties hereby agree that the Housing Services Series (Housing Services Technician, Senior Housing Service Technician, and Housing Service Specialist) should be benchmarked to the Building Inspector rather than the Senior Office Assistant classification. Specifically, the parties have agreed that the top step Housing Services Specialist salary shall be set 5.54% below top step salary for the Building Inspector. The parties also agreed to maintain existing relationships between Housing Services Specialist, Housing Service Technician, and Senior Housing Service Technician (i.e., Housing Service Specialist 17.45% above Senior Housing Service Technician; and Senior Housing Service Technician 10.20% above Housing Service Technician).
3. The parties further agree that the Richmond Code Enforcement Officer I shall be a comparable classification for the City's Code Enforcement Assistant. This change is already reflected in Exhibit "A."

**Side Letter Agreement Between NCEA and the City of Napa Re: Benchmark Survey Methodology**

4. The parties also agree that, for the 2004 survey, the parties reduced the surveyed salaries for all classifications in the City of Newark by \$815.66. The \$815.66 figure was intended to take into account the fact that the City of Newark does not contribute any amount toward employee health and welfare benefits. This amount reflects the following components of the City of Napa's Health and Welfare contribution:

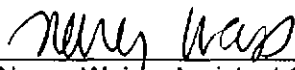
Health	\$707.48
Dental	\$ 86.18
Life Ins.	\$ 12.00
Total	\$815.66

1. Finally, the parties agree that the Parks Maintenance Worker I classification, the Parks Maintenance Worker II classification, and the Parks Maintenance Worker III classification would be tied to the survey for the Street Maintenance Worker I (\$3656), the Street Maintenance Worker II (\$4088), and Street Maintenance Worker III (\$4507) classifications rather than to the survey for the Parks Maintenance Worker Series. Further, the parties agreed that, for the 2008 survey, all classifications in the Street Maintenance Worker and Parks Maintenance Worker Series would be benchmarked to the Street Maintenance Worker II classification.

2. This Agreement sets forth the entire agreement between the parties and supersedes any and all prior agreements between the parties, written or oral, pertaining to the subject matter of this Agreement. It is hereby understood and agreed that, other than those that are expressly contained herein; no party has made any promises, representations, understandings or warranties. The terms of this Agreement are contractual and not a mere recital.

3. This agreement shall be part of the current MOU and shall expire with the current MOU (February 28, 2011).

Dated: October 25, 2004

By:   
Nancy Weiss, Assistant City Manager

Dated: October 25, 2004

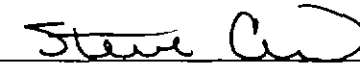
By:   
Steve Crego, President  
Napa City Employees Association

EXHIBIT "A"

**City of Napa - NCEA Survey  
Labor Market Summary - Base Equivalent Salary**

Class Title	# of Obs.	Current Max	Median	Percent +/- Median
Account Clerk II	9	3,590	3,748	-4.4%
Building Inspector	9	5,397	5,655	-4.8%
Code Enforcement Assistant	3	3,869	4,044	-4.5%
Community Services Officer	9	3,827	3,944	-3.1%
Construction Inspector	9	5,196	5,534	-6.5%
Custodian	3	3,302	3,367	-2.0%
Electrician II	8	5,002	5,208	-4.1%
Engineering Aide	6	4,205	4,272	-1.6%
Equipment Mechanic	9	4,742	4,796	-1.1%
MIS Technician	9	4,645	4,916	-5.8%
Office Assistant II	9	3,255	3,395	-4.3%
Park Maintenance Worker I	8	3,290	3,569	-8.5%
Park Maintenance Worker II	8	3,853	3,996	-3.7%
Park Maintenance Worker III	6	4,493	4,291	4.5%
Personnel Assistant	8	4,292	4,415	-2.9%
Police Forensic Specialist	7	4,125	4,565	-10.7%
Public Safety Dispatcher II	9	4,473	4,626	-3.4%
Street Maintenance Worker I	9	3,390	3,656	-7.9%
Street Maintenance Worker II	9	3,881	4,088	-5.3%
Street Maintenance Worker III	9	4,493	4,507	-0.3%
Water Facility Worker I	8	3,576	3,659	-2.3%
Water Facility Worker II	8	3,881	4,095	-5.5%
Water Facility Worker III	8	4,493	4,597	-2.3%
Water Plant Maintenance Mechanic II	8	4,798	4,934	-2.8%
Water Treatment Facility Operator	6	4,620	4,911	-6.3%