

SIDE LETTER OF AGREEMENT BETWEEN THE CITY OF NAPA AND
THE ADMINISTRATIVE, MANAGERIAL AND PROFESSIONAL EMPLOYEES

1. The City of Napa and the Administrative, Managerial and Professional Employees (AMP) entered into a Memorandum of Understanding (MOU) for the period January 1, 2003 through June 30, 2012, which included a reopener in Section 6.2, which reads, in part:

"...in the event compression or compaction of base salaries between classifications represented by the Napa City Employees Association (NCEA) and classifications represented by... AMP, this MOU will be reopened solely for the purpose of assessing the base salary of the identified classification(s) to determine appropriate relationships. The basis of claiming compression or compaction will include an assessment of whether or not differentials of less than 10%, as established through the spring of 2002 NCEA benchmark survey, are maintained for full supervisory positions...."

2. On June 12, 2012, AMP notified the City of its decision to exercise this reopener with regard to the AMP classification of Junior Engineer, as its salary compares to that of the NCEA classification of Engineering Assistant, and the impact, if any, changes to the salary of the Junior Engineer may have on other AMP classifications in the Engineering series.
3. After meeting and conferring in good faith, the City and AMP reached agreement on a successor MOU, which has been ratified by the AMP membership and approved by the City Council. As part of that process, the City and AMP agree that the reopener provided for by the previous MOU will be extended until December 31, 2012, for the single issue of the base salary of the classification of Junior Engineer, and salaries for other AMP classifications in the Engineering series that may be impacted, if any.

For the City:

Mary Weiss
July 2, 2012


Date

For AMP:

Cindy Bonnick, President
June 29, 2012


Date

ATTEST:




(Signature) ~~bbgats~~
DOROTHY ROADMAN, City Clerk

COUNTERSIGNED:



(Signature)
~~ANN MEHTA, City Auditor~~
Desiree Brun, Deputy City Auditor

APPROVED AS TO FORM:



(Signature)
MICHAEL W. BARRETT, City Attorney