



CITY ATTORNEY
P.O. Box 660
Napa, CA 94559-0660
Telephone: (707) 257-9516
Facsimile: (707) 257-9274
www.cityofnapa.org

Michael W. Barrett, City Attorney
mbarrett@cityofnapa.org
David C. Jones, Deputy City Attorney
dcjones@cityofnapa.org
Peter M. Spoerl, Deputy City Attorney
pspoerl@cityofnapa.org

July 23, 2008


Phil Brun, AMP President
c/o City of Napa
P.O. Box 660
Napa, CA 94559

Re: Side Letter No. 7 to Agreement No. 6710A

Dear Phil:

Enclosed please find a copy of the above-referenced Side Letter for your records.

Very truly yours,


SANDY C. TELLEZ
Legal Secretary

Enclosure

cc. Nancy Weiss ✓

cc → Personnel

SIDE LETTER AGREEMENT NO. 7

TO AGREEMENT NO. 6710A

BETWEEN

ADMINISTRATIVE, MANAGERIAL AND PROFESSIONAL EMPLOYEES

AND

CITY OF NAPA

2008 Benchmark Survey

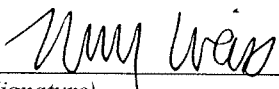
1. The City of Napa ("City") and the Administrative, Managerial and Professional Employees ("AMP") are parties to a Memorandum of Understanding with a term of January 1, 2003 through February 28, 2011. The Memorandum of Understanding has been modified through previous side letters (Side letter Agreement No. 1 through Side Letter Agreement No. 6) . The Memorandum of Understanding, as modified by the previous side letters is hereinafter referred to as the "MOU." This Side Letter Agreement No. 7 (hereinafter "Side Letter") hereby incorporates by reference all terms and conditions set forth in the MOU, unless specifically modified by this Side Letter. All terms and conditions set forth in the MOU which are not specifically modified by this Side Letter shall remain in full force and effect. The parties are committed to maintaining cooperative labor relations, including discussions over matters outside of the MOU, now and in the future. Therefore, the parties agree to modify the MOU as follows:
2. Section 3.1 and 3.3 of the AMP MOU and Sideletter No. 4 establishes the methodology for the Benchmark Survey. The parties have met and agreed upon the methodology and implementation of the 2008 Benchmark survey.
3. The parties have produced a revised "Attachment A – Revised 2008", which identifies the appropriate benchmark classifications and corresponding linkages between other classifications and the "benchmarks". The revised Attachment A shall replace the existing Attachment A – Revised 2005 to the MOU and shall be the basis for the implementing salary adjustments based on the 2008 Benchmark survey. The adjustments to salary shall be retroactive to March 1, 2008.
4. This Side Letter (including the MOU as amended herein, and all documents incorporated herein by reference) comprises the entire integrated understanding between the parties concerning the matters described in this Side Letter. This Side Letter supersedes any and all prior negotiations, agreements, or understandings between the parties, written or oral, pertaining to the subject matter of this Side

Letter. 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 Side Letter are contractual and not a mere recital. The documents incorporated by reference into this Side Letter are complementary; what is called for in one is binding as if called for in all.

5. This MOU, as amended by this Side Letter, shall expire February 28, 2011.

IN WITNESS WHEREOF, the parties hereto have caused this Side Letter to be executed the day and year first above written.

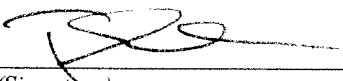
CITY OF NAPA:



(Signature)

NANCY WEISS, Ass't City Manager
(Type name and title)

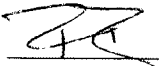
**NAPA ADMINISTRATIVE,
MANAGERIAL AND PROFESSIONAL
EMPLOYEES ("AMP")**



(Signature)

PHILIP BRUN, President
(Type name and title)

ATTEST:

 7 22-8

(Signature)

SARA COX, City Clerk
(Type name and title)


COUNTERSIGNED:



(Signature)

SCOTT NIELSEN, City Auditor
(Type name and title)

APPROVED AS TO FORM:



(Signature)

MICHAEL W. BARRETT, City Attorney
(Type name and title)

ATTACHMENT A – REVISED 2008
AMP Benchmark Survey Results and Salary Adjustments
July 2008
(effective March 1, 2008)

Class Title	N	NAPA CURRENT BASE SALARY	BENCHMARK SURVEY (% To Reach Median)	Adjustment March 1, 2008	Adjusted Base Salary	Comment
Accountant	6	\$6,201	4.5%	4.5%	\$6,480	Market
Revenue Supervisor		\$6,572		4.5%	\$6,868	6.00% above Accountant
Purchasing Services Manager		\$6,572		4.5%	\$6,868	Same as Revenue Supervisor
Assistant Public Works Director	8	\$11,166	6.1%	6.1%	\$11,847	Market
General Manager - Water Division		\$10,697		6.1%	\$11,350	4.38% below Assistant Public Works Director
Associate Civil Engineer	10	\$7,825	3.9%	3.9%	\$8,130	Market
Assistant Engineer		\$7,034		3.9%	\$7,308	11.24% below Associate Engineer
Junior Engineer		\$6,394		3.9%	\$6,643	10% below Assistant Engineer
Plan Check Engineer		\$7,825		3.9%	\$8,130	Same as Associate Engineer
Chief Building Official	9	\$9,971	3.2%	3.2%	\$10,290	Market
Communications Manager	2	\$7,779		8.52%	\$8,442	Same as Admin. Services Officer
Finance Manager	7	\$9,887	3.0%	3.0%	\$10,184	Market
Fleet Manager	6	\$7,929	5.9%	5.9%	\$8,397	Market
Street & Electrical Manager		\$9,124		5.9%	\$9,662	15.06% above Fleet Manager
Housing Programs Coordinator	5	\$7,859	2.3%	2.3%	\$8,040	Market
Housing Manager		\$9,329	2.3%	2.3%	\$9,544	18.7% above Hsng. Prog. Coordinator
Information Technology Manager	9	\$9,880	9.5%	9.5%	\$10,819	Market
Management Analyst II	9	\$6,922	4.0%	4.0%	\$7,199	Market
Accounting & Audit Supervisor		\$8,117		4.0%	\$8,442	Same as Admin. Services Officer
Administrative Assistant		\$6,257		4.0%	\$6,507	10.61% below Mgmt. Analyst II
Deputy City Clerk		\$6,257		4.0%	\$6,507	Same as Administrative Assistant
Finance Analyst		\$8,117		4.0%	\$8,442	Same as Accounting & Audit Supervisor
Fire Department Admin Services Officer		\$8,117		4.0%	\$8,442	17.23% above Mgmt. Analyst II
Management Analyst I		\$6,257		4.0%	\$6,507	New Class--Same as Administrative Assistant
Materials Diversion Administrator		\$8,117		4.0%	\$8,442	Same as Administrative Services Officer
Materials Diversion Analyst		\$6,922		4.0%	\$7,199	Same as Management Analyst II
Personnel Administrative Services Officer		\$8,117		4.0%	\$8,442	17.23% above Mgmt. Analyst II
Property Manager		\$7,660		4.0%	\$7,966	10.67% above Management Analyst II
Water Resources Analyst		\$6,922		4.0%	\$7,199	Same as Management Analyst II
Parks Superintendent	7	\$8,353	1.1%	6.1%	\$8,863	Market plus 5%
Recreation Superintendent	3	\$7,874	2.1%	2.1%	\$8,039	Market
Recreation Supervisor		\$6,873		2.1%	\$7,017	14.58% below Recreation Superintendent
Senior Center Supervisor		\$6,873		2.1%	\$7,017	Same as Recreation Supervisor
Senior Civil Engineer	8	\$8,900	1.3%	1.3%	\$9,016	Market
Senior Traffic Engineer		\$8,900		1.3%	\$9,016	Same as Senior Civil Engineer
Development Engineering Manager		\$9,790		1.3%	\$9,917	10% above Senior Civil Engineer
Senior Planner	9	\$7,988	1.0%	1.0%	\$8,068	Market
Associate Planner		\$7,042		1.0%	\$7,112	13.43% Below Senior Planner
Planning Manager		\$9,483		1.0%	\$9,578	18.7% above Senior Planner
Systems Administrator	7	\$7,238	9.5%	9.5%	\$7,926	Market

GIS Coordinator		\$6,630		9.5%	\$7,260	9.15% below Systems Administrator
Water Operations Supervisor	3	\$8,893	5.9%	5.9%	\$9,418	Market
Water Quality Analyst	5	\$6,243	11.5%	11.5%	\$6,961	Market
Water Distribution Systems Supervisor	3	\$8,443	3.6%	3.6%	\$8,747	Market

* Benchmark classifications indicated in bold type