

AMENDMENT NO.1
TO AGREEMENT NO. C2013-430
BETWEEN
NAPA CITY FIREFIGHTERS ASSOCIATION
AND
CITY OF NAPA

1. The City of Napa ("City") and the Napa City Firefighters Association ("NCFA") are parties to a Memorandum of Understanding ("MOU") with a term of July 1, 2013 through June 30, 2015. The parties are committed to maintaining cooperative labor relations, including discussions over matters outside of the MOU now and in the future.
2. The parties hereby modify the MOU as described below. All terms and conditions set forth in the MOU which are not specifically modified by this Amendment shall remain in full force and effect.

Holidays

3. Section 14 of the MOU is hereby amended by deleting the text "Twelve o'clock noon to closing hour the last working day before Christmas Day except when Christmas falls on a Saturday, Sunday, or Monday, provided that Friday or Saturday is observed" from the list of recognized holidays, entitling members to Holiday Pay, and replacing it with "Christmas Eve Day."

Insurance

4. Section 20.6 of the MOU is hereby amended by deleting the entirety of the former Section and replacing it with the text set forth below:

Effective July 1, 2012 through June 30, 2014, the City contribution for dental coverage will be fixed at the Fiscal Year 2011/2012 Delta Dental Delta Premier rate as follows:

Employee Only	\$ 50.15
Employee Plus One	\$ 85.26
Family	\$130.40

Effective July 1, 2014, the City will contribute the following amounts for dental benefits:

Employee only	\$ 52.85
Employee plus one	\$ 89.86
Family	\$137.43

The City will continue to offer coverage under the plan known as "Delta Care" as an alternative dental plan. Members will contribute on a payroll deduction basis the amount of dental premium, if any, that exceeds the City's contribution to dental.

Closure Days

5. Section 44 of the MOU is hereby amended by deleting the entirety of the former Section and replacing it with the text set forth below:

For FY14/15, NCFA members will receive a one-time contribution into their HRA account of 0.75% of base salary, which the City will remit to the third party administrator effective the pay period beginning July 5, 2014.

For FY15/16, NCFA members will receive a one-time contribution into their HRA account of 0.75% of base salary, which the City will remit to the third party administrator effective the pay period beginning July 4, 2015.

6. The individuals executing this Amendment represent and warrant that they have the right, power, legal capacity, and authority to enter into and to execute the Side Letter on behalf of the respective legal entities of NCFA and the City.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed the day and year set forth below.

May 14,
Dated: ~~April~~ _____, 2014

By: *Nancy Weiss*

Nancy Weiss, Assistant City Manager
City of Napa

May 12th 2014
Dated: ~~April~~ _____, 2014

By: *Aaron Baracco*

Aaron Baracco, President
Napa City Firefighters Association

ATTEST:

Lisa Blackmon Lisa Blackmon, Deputy City Clerk

FOR DOROTHY ROBERTS, City Clerk

COUNTERSIGNED:

Sasha Payaslian
SASHA PAYASLIAN, Deputy City Auditor

APPROVED AS TO FORM:

Michael W. Barrett

MICHAEL W. BARRETT, City Attorney