

SIDE LETTER OF AGREEMENT NO 1. TO AGREEMENT NO. C2020-205

BETWEEN

ADMINISTRATIVE, MANAGERIAL AND PROFESSIONAL EMPLOYEES

AND

CITY OF NAPA

1. The City of Napa ("City") and the Administrative, Managerial and Professional Employees ("AMP") are parties to a Memorandum of Understanding ("MOU") (Agreement No. C2020-205) with a term of January 1, 2020 through December 31, 2022. 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 agree that upon implementation of the City's Enterprise Resource Planning System, which is estimated to occur in the Summer of 2021 or later, that the salary steps in the City's current Salary Table will be changed from twenty (20) steps to five (5) steps. The change will be implemented as follows: Step A in the current salary table will become Step 1 in the new salary table; Step E in the current salary table will become Step 2 in the new salary table; Step J in current salary table will become Step 3 in the new salary table; Step O in current salary table will become Step 4 in the new salary table; and Step T in current salary table will become Step 5 in the new salary table. The lowest dollar amount of each Salary Range (converting from Step A to Step 1) and the highest dollar amount of each Salary Range (converting from Step T to Step 5) will not be changed; rather, only the number of steps between the lowest and highest dollar amounts will be changed.
3. The parties also agree that upon initial implementation of the City's Enterprise Resource Planning System, any employee whose salary in the current salary table falls in between steps in the new salary table will be placed in the higher of the two new steps at the time of implementation, and that such a change shall not impact future merit increases. For example, an employee that is at step H in the current salary table will move to step 3 in the new salary table upon implementation of the City's Enterprise Resource Planning System.

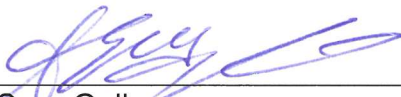
IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed the day and year set forth below.

Dated: April 22, 2021

By: 
Liz Habkirk
Deputy City Manager
City of Napa

Dated: April 28, 2021

By: 
Gus Ulloth
President
Administrative, Managerial, and
Professional Employees

By: 
Sara Gallegos
Board Member
Administrative, Managerial, and
Professional Employees

ATTEST:


TIFFANY CARRANZA, City Clerk


JOY RIESENBERG, City Auditor

APPROVED AS TO FORM:


MICHAEL W. BARRETT, City Attorney