

SIDE LETTER AGREEMENT NO. 2

TO THE 2002-2011 MOU

BETWEEN

THE CITY OF NAPA

AND

NAPA CITY EMPLOYEES' ASSOCIATION

SEIU, LOCAL 614, AFL-CIO

Code Enforcement Officer Classification

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 a MOU with a term of March 1, 2002 through February 28, 2011.

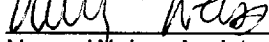
Whereas, The City has determined that the Code Enforcement Officer classification, previously designated as "exempt" pursuant to the Fair Labor Standards Act ("FLSA") and represented by the Administrative, Managerial and Professional Employees ("AMP"), should be designated as "non-exempt" pursuant to the FLSA and transferred to the NCEA bargaining unit.

Whereas, The City has conducted a salary survey for comparable classifications in the nine (9) survey jurisdictions designated in section 3.1 of the parties' MOU.

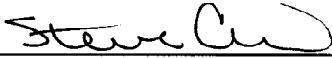
Therefore, the Parties Agree That:

1. Effective June 14, 2005, the Code Enforcement Officer classification shall be transferred from AMP to NCEA.
2. Effective June 14, 2005, the top step salary for the Code Enforcement Officer classification shall be \$5,741 per month.
3. 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 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.

Dated: June 6, 2005

By: 
Nancy Weiss, Assistant City Manager

Dated: June 6, 2005

By: 
Steve Crego, President
Napa City Employees' Association

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:

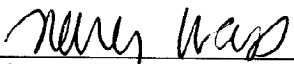
Health	\$707.48
Dental	\$ 86.18
Life Ins.	\$ 12.00
Total	\$815.66

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

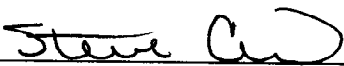
By: 
Steve Crego, President
Napa City Employees Association

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%