

SIDE LETTER AGREEMENT NO. 8

TO AGREEMENT NO. 6711C

BETWEEN

NAPA CITY EMPLOYEES ASSOCIATION

AND

CITY OF NAPA

Parks Reorganization Plan

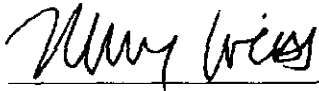
Whereas, The current MOU includes Exhibit D as attached entitled Parks Reorganization Plan which pertains to the procedure for attainment of Park Maintenance Worker I/II proficiency levels.

Whereas, The current language of Exhibit D does not encompass an upcoming transfer situation to a Park Maintenance Worker I/II in lieu of layoff.

Therefore,

1. The parties have agreed to accommodate a voluntary transfer in lieu of layoff for one employee, Greg Kleist, Telephony Technician, by amending the language of Exhibit D of the MOU for one this situation only.
2. The MOU will be amended to allow for a transfer to top step of the Park Maintenance Worker I (PMWI); thereafter no merit increases will ensue until successful proficiency levels of the PMWI are achieved within one year from the date of transfer.
3. Thereafter, movement to the Park Maintenance Worker II (PMWII) would occur, creating an opportunity for merit salary increase of not more than 5%.
4. Within six months of movement to the PMWII, a Class B Driver's license would be required.
5. Merit increases after attainment of each proficiency step of the PMWII would result in no more than 5% for each step, until PMWII T (top) step is reached.

6. Exhibit D will be modified by the above conditions in order to accommodate the transfer of employee, Greg Kleist from Telephony Technician to Park Maintenance Worker I anticipated in lieu of layoff tentatively scheduled to take effect August 1, 2007.

Dated: June 26, 2007 By: 
Nancy Weiss, Assistant City Manager
City of Napa

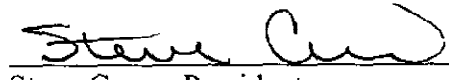
Dated: June 26, 2007 By: 
Steve Crego, President
Napa City Employees Association

EXHIBIT D

PARKS REORGANIZATION PLAN PARK MAINTENANCE I PROFICIENCY LEVELS

Park Maintenance Worker I's must pass through three proficiency levels within 12 months of the date of hire to successfully complete the probationary period for that position. Failure to complete all proficiency levels within the 12-month period will result in termination of employee from City service.

Those employees successfully completing all proficiency levels and receiving an acceptable performance evaluation will advance to Park Maintenance Worker II, "A" level at the end of the year.

At the end of every four months, Park Maintenance I employees will be assessed as to their progress in passing skill requirements. It will be expected that at the end of each four-month period, employees will have passed at least ten of the line item skills. Those individuals judged not to be making sufficient progress in passing the prescribed skills can be terminated from City service.

Normally all new park employees will start at Park Maintenance I, "A" level. Advancement to each of the next three steps is based upon completion of 10 of the line item skills from any of the three designated training areas; Parks/Irrigation, Crafts and Trees. Attainment of each step will result in a 3% salary increase.

It will be the responsibility of the Park Supervisors to provide the necessary training opportunities for Park Maintenance I employees within the frame work of on-going maintenance operations. Regular training days will be scheduled on an as needed basis. In addition employees are encouraged to seek outside training whenever possible in order to better insure completion of the skill levels. Certification of individual skills will be done by City Park Supervisors or the Parks Superintendent.

A master copy of the employees skill check sheet will be kept by the Parks and Recreation Department. Employees will maintain their copy of the check sheet and will be responsible for their own progress in completing the various skill requirements.

Employees may request a skill evaluation from a Park Supervisor at any time with two-week advance notice.

PARK MAINTENANCE II PROFICIENCY LEVELS

Employees successfully promoted from Park Maintenance Worker I will normally start at "A" step of the Park Maintenance Worker II class. There are four proficiency levels within the Park Maintenance Worker II class.

There are two skill level "tracks" in the Park Maintenance II level. Depending on assignment, employees will either attain skills in Park Maintenance or in Tree Maintenance.

Advancement to each step of the Park Maintenance skill levels requires completion of 10 line item skills from any of the four designated training areas; Parks, Irrigation, Crafts and Supervision, a minimum of six months training and a satisfactory rating on the last performance evaluation.

Advancement to each step of the Tree Maintenance skill levels requires completion of five (5) line item skills from four (4) designated training areas and must be accomplished in the prescribed order: 1.) Ground Operation; 2.) Tree Worker First Level; 3.) Tree Worker Second Level; and 4.) Supervision.

Attainment of each of the first three steps will result in a 5% salary increase and 4% for the final step. Step increases will not exceed more than 10% per year beginning from the date employee entered the Park Maintenance Worker II class.

It will be the responsibility of the Park Supervisors to provide the necessary training opportunities for Park Maintenance Worker II employees within the framework of on-going maintenance operations. Regular training days will be scheduled on an as needed basis.

In addition employees are encouraged to seek outside training whenever possible in order to achieve completion of skill levels.

Certification of individual skills will be done by City Park Supervisors or by the Park Superintendent.

A master copy of the employees skill check sheet will be kept by the Parks and Recreation Department. Employees will maintain their copy of the check sheet and will be responsible for their own progress in completing the various skill requirements.

Employees may request a skill evaluation from Park Supervisor at any time with two weeks advance notice.

Those employees who do not advance through the skill levels in the Park Maintenance Worker II class will be limited only to those cost of living allowances that might be granted.