

July 17, 2014

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MOU SECTION	CITY PROPOSAL
Term (2)	2 years, 7/1/14 to 6/30/16
Compensation (3)	<p>The City shall provide salary increases, effective with the pay periods beginning on the following dates:</p> <p>Effective the beginning of the pay period following ratification by NPOA and upon adoption by the City Council, whichever occurs later = 2.5%</p> <p>7/04/15 = 1.25%</p> <p>1/02/16 = 1.25%</p> <p>Employment transactions which effect a member's pay or retirement contributions shall be effective the first day of a 2-week pay cycle. This includes merit increases, promotions, transfers, reclassifications, starting and ending specialty pays and acting assignments. Merit increases, which are due on a member's anniversary date, shall be made effective the beginning of the pay period in which the effective date occurs.</p>
Closure Days (3.4)	In fiscal year 2014-15 and fiscal year 2015-16 members will receive 16 hours paid leave hours in a paid leave bank. The paid leave bank hours have no cash value, and any hours not taken off by June 30 in each fiscal year shall be forfeited by the member. Employees will schedule paid time off under the provisions used for scheduling earned vacation. It is the responsibility of the employee and his or her supervisor to schedule the time off, with the intent to minimize disruption of operations and City services, and use of this paid time off may not result in additional overtime expenditures.
Meal Allowance (10)	<p>Rescind sideletter No. 1 to Agreement C2013-190.</p> <p>City agrees to amend the Administrative Policy entitled "Travel, Training and Meal Reimbursement Policy" to include language specific to NPOA's special duty assignments (i.e. phone wire taps, etc.) that require NPOA members to work their assigned shift outside the City limits.</p>
Holiday/Holiday Pay (12.1)	Increase Christmas Eve holiday from 4 hours to 8 hours.

City of Napa	C2014
Agreement No.	233A

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Health Services Contributions (18.2)	<p>Effective FY 14/15, 8% increase to the defined contribution, or 85% of Kaiser (whichever is higher).*</p> <p>Employee only \$ 625 Employee +1 \$1,250 Family \$1,662</p> <p>Effective FY 15/16, 8% increase to the defined contribution, or 85% of Kaiser (whichever is higher).</p> <p>Employee only \$ 675 Employee + 1 \$1,350 Family \$1,795</p>
Cash in lieu – status quo	
Health Services Contributions (18.4)	<p>Effective the beginning of the pay period following ratification by NPOA and upon adoption by the City Council, the City will contribute the following amounts for dental benefits:</p> <p>Employee only \$ 52.85 Employee plus one \$ 89.86 Family \$ 137.43</p>
Health Services Contributions (18.6)	<p>In lieu of coverage under a health plan provided by the City or under CalPERS, a member who provides proof of coverage comparable to that provided by the City or CalPERS through a spouse or other source will be paid by the City an in-lieu payment of five hundred dollars (\$500) per month. Such payment will be either in cash, or into the member's deferred compensation plan, at the member's option. The member must complete a form provided by the City's Finance Department. Reenrollment in a plan provided by the City or CalPERS other than during the annual open enrollment period will be permitted only in the event of a significant personal event (i.e., death of a spouse, divorce, loss of spousal coverage, etc.), and will be subject to the requirements of the health plan provider or CalPERS.</p>

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Retirement (20.1 – 20.3)	<p>For members hired on or before January 7, 2012, the City's contract with PERS provides for the "three percent (3%) at age 50" retirement plan as specified in Government Code section 21362.2. This retirement plan includes the single highest year retirement benefit as provided by section 20042 of the Government Code. This plan also includes increased non-job related disability benefits providing for thirty percent (30%) of final compensation upon five (5) years of service with an improvement of one percent (1%) for each additional year to a maximum of fifty percent (50%) as provided for under Government Code section 21427.</p> <p>For eligible members hired after January 7, 2012 and who meet the definition of "classic member," the City will contract with PERS to provide the "three percent (3%) at age 55" retirement plan as specified in Government Code section 21363.1, with a three-year average on final compensation as provided by Government Code section 20037.</p> <p>For new employees, as defined by the Public Employees' Retirement System (PERS), hired on or after January 1, 2013, retirement benefits shall be those established by the Public Employees' Retirement System (PERS) for Local Safety Members 2.7% at age 57 formula, highest three years. The employees will pay the full employee contribution (50% of the Normal Cost of the benefit).</p>
Sick Leave (Section 22)	Per City Proposal dated 7/1/14, clean-up of daily accrual rate and effective date of sick leave to vacation conversion per current payroll practices.
PORAC Retiree Medical Trust – RMT (22.6)	<p>a. Effective the pay period following ratification by NPOA and adoption by City Council, each member of NPOA will contribute \$250 per month (24 pay periods) to the RMT (pre-tax).</p>

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Bereavement Leave (23)	In the event of a death in the immediate family of a member, the member shall, upon request, be granted such time off with pay as is necessary to make arrangements for the funeral and attend same, not to exceed three (3) regularly scheduled work days. Such bereavement leave shall not be deducted from any accrued leaves including vacation, CTO, and/or sick leave. The member may use five (5) days of sick leave in addition to bereavement leave, consistent with the time limitations for sick leave in the event of the death of an immediate family member. For the purpose of this provision, the immediate family shall be restricted to father, mother, brother, sister, spouse, registered domestic partner, child, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparents, grandchildren, stepparents, and stepchildren where there is a child-rearing relationship. Upon reasonable belief that a member is using bereavement leave in a manner inconsistent with this section, the City shall have the right to request reasonable evidence to substantiate use of bereavement leave. Provision is in-lieu of Civil Service Rule 9, Part A, 3(C) - "Approved Sick Leave."
General Clean-up	Remove/revise obsolete date references, PEPRA language for Members in the 3 rd tier, etc.

Any items/provisions not explicitly addressed in this package proposal remain status quo.

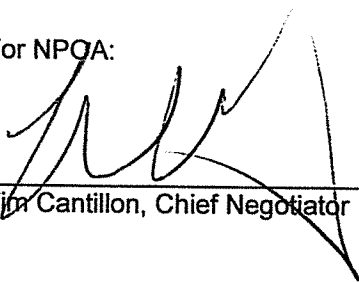
CITY PACKAGE PROPOSAL

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For NPOA:




Tim Cantillon, Chief Negotiator

For the City:




Nancy Weiss, Assistant City Manager

ATTEST:



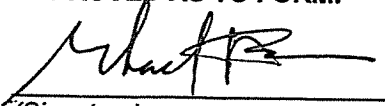
(Signature) **Lisa Blackmon, Deputy City Clerk**
FOR DOROTHY ROBERTS, City Clerk

COUNTERSIGNED:



(Signature) **SASHA PAYASLIAN, Deputy City Auditor**

APPROVED AS TO FORM:



(Signature) **MICHAEL W. BARRETT, City Attorney**