

**Total Tentative Agreement between City of Napa (“City”) and
Napa Police Officers Association (NPOA)
June 13, 2024**

The parties agree that a total tentative agreement for a successor Memorandum of Understanding (MOU) has been reached on the below items. This total tentative agreement is contingent upon ratification by the bargaining unit and approval by the City Council. All items in the current MOU not identified in this total tentative agreement shall remain the same.

There shall be no retroactivity for any proposed enhancement in this total tentative agreement. The effective date of any proposed enhancement in this total tentative agreement shall be the date identified in the tentative agreement, or the date the City Council approves the enhancement in a successor MOU, whichever is later. Accordingly, to the extent this total tentative agreement identifies a date that is prior to the Council's approval of a successor MOU, those dates shall be revised to the effective date of the successor MOU.

Section 2. Term

The term of this MOU shall be September 1, ~~2022-2024~~ through ~~August 31, 2024~~December 31, 2026.

Section 35. Term of Agreement

35.1 The provisions of this MOU shall become effective upon approval by the City Council of the City of Napa and by execution by the representatives of NPOA. Upon such adoption, the provisions of this MOU shall supersede and control over conflicting or inconsistent City Ordinances, Resolution, Policies or Procedures.

35.2 This MOU shall remain in full force and effect through ~~August 31, 2024~~December 31, 2026. The parties shall use their best efforts to commence the meet and confer process between City and NPOA prior to ~~March 31, 2024~~July 31, 2026, with respect to a MOU contemplated to take effect ~~September 1, 2024~~ January 1, 2027.

Section 3. Salary

3.1 COLA's. The City hereby approves the salary increase for each job classification identified in Exhibit "A" in the percentage amounts of:

5.04.0% base salary increase (effective the pay period beginning ~~September 3, 2022~~
August 31, 2024); and

2.0% base salary increase (effective the pay period containing September 1, 2025).

2.0% base salary increase (effective the pay period containing March 1, 2026).

6.3 Acting Pay.

A member temporarily assigned for two (2) weeks or longer to perform the full range of duties of a higher classification due to a vacancy or the temporary absence of the employee regularly employed in the higher classification shall receive Acting Pay. Acting Pay will take effect beginning the first hour worked on the first day in the Acting Assignment. A member will be assigned in writing by his or her supervisor.

6.3.1 Acting Pay will apply to a vacancy or assignment lasting two (2) weeks or longer. Members who are receiving Acting Pay for an Acting Sergeant assignment will be paid at Step 4 of the Sergeant's salary schedule during their Acting Sergeant assignment. Members are not eligible to receive Lead Officer Pay during the time they are in an Acting Sergeant assignment. ~~and Members who are receiving Acting Pay for an Acting Lieutenant assignment will be compensated~~ at a rate at least five percent (5%) above the Member's base salary or Step 1 of the higher classification, whichever is higher, except that in no circumstance shall the base salary exceed the top step of the higher classification. ~~For Members at Salary Step 4, 5, or 6 who are receiving Lead Officer Pay at the time of their Acting Assignment, Acting Pay will be seven percent (7%) above the Member's base salary.~~

6.3.2 An acting assignment shall be limited to a term of six months unless an extension is approved by the City Manager or designee. Acting assignments to a vacant position are limited to 960 hours per fiscal year.

6.3.3 For Classic (non-PEPRA) members of CalPERS, the City will report Acting Pay as Temporary Upgrade Pay, which is compensation earnable to members who are required by the City to perform the full scope of duties in an upgraded position/classification of limited duration.

6.5 **Specialty Assignments Pay.** Members assigned to the specialty assignments listed below will perform the duties assigned by the Police Chief or his/her designee, in accordance with General Order 1002. Members assigned to the specialty assignments on a full time basis shall receive additional compensation in the amount of three-and-one-half percent (3.5%) of their base salary for the duration of the assignment. Specialty Pay for these assignments is not cumulative.

Investigator

Investigations Sergeant

Traffic Motor Officer

Traffic Motor Sergeant

School Resource Officer

Youth Service Bureau Sergeant

Special Enforcement Unit Officer (SEU) (Gang Detail Assignment)

Special Enforcement Unit Sergeant (SEU) (Gang Detail Assignment)

Napa Special Investigations Bureau (NSIB) Agent (Narcotics Division)

Napa Special Investigations Bureau (NSIB) Sergeant (Narcotics Division)

6.6 Ancillary Assignment Pay. Members assigned to the ancillary assignments below will perform the duties assigned by the Police Chief or his/her designee, in accordance with General Order 1002. Members assigned to ancillary assignments on a full time basis shall receive additional compensation in the amounts listed below, for the duration of the assignment. A member may work more than one ancillary assignment at a time. In no case shall ancillary assignment pay exceed six percent (6%), irrespective of the number of assignments worked by any member.

SWAT <u>(Detective Division)</u>	3.5% of current base salary
Hostage Negotiations <u>(Detective Division)</u>	3.5% of current base salary
Hostage Negotiations Coordinator <u>(Detective Division)</u>	2.0% of current base salary
Crime Scene Specialist	1.75% of current base salary
Crime Scene Specialist Coordinator	2.0% of current base salary
Police Training Officer Coordinator	2.0% of current base salary
Traffic Accident Reconstruction Specialist	1.75% of current base salary
Traffic Accident Reconstruction Specialist Coordinator	2.0% of current base salary
Range Master	1.75% of current base salary
Range Coordinator	2.0% of current base salary
Emergency Vehicle Operation Course (EVOC) Coordinator	2.0% of current base salary
Emergency Vehicle Operation Course (EVOC) Instructor	1.75% of current base salary
Napa Forensics Electronic Crime Team (NFECT) Investigator	1.75% of current base salary
Napa Forensics Electronic Crime Team (NFECT) Coordinator	2.0% of current base salary
Defensive Tactics <u>Training</u> Instructor	1.75% of current base salary
Defensive Tactics <u>Training</u> Coordinator	2.0% of current base salary

Section 10. Uniform Allowance

10.1 The City will ~~pay~~ provide a uniform allowance in the amount of one thousand two hundred (\$1,200) per year for the purchase, maintenance and cleaning of required uniforms. The uniform allowance, ~~to be~~ will be paid equally over 26 pay periods.

~~10.2 — It is understood that the amount paid hereunder constitutes a reimbursement to members for expenses actually and necessarily incurred in the purchase, maintenance, and cleaning of the uniforms such members are required to wear.~~

10.32 The City will provide a newly hired member with two (2) long sleeve shirts, two (2) short sleeve shirts, two (2) pants, one (1) jacket, and one (1) pair of boots in lieu of any allowance for the first year (26 pay periods) of employment. The Department will also provide one set each of the training and special events uniform, upon hire. The Police Chief will designate uniform specifications and vendor.

*Re-number subsequent sections

Section 15. Compensatory Time Off

Compensatory time off (CTO) in lieu of cash overtime payment shall be accrued subject to the following provisions:

- 15.1 Except when an assignment is offered as “overtime pay only”, the member may elect whether to receive pay or CTO for overtime worked. CTO must be elected at the time of accrual. A maximum of one hundred and fifty (~~100~~150) hours of CTO may be accumulated at any given time, and must be used prior to the end of the last full pay period of the calendar year, The balance of accumulated time shall be paid off in the last paycheck issued in the calendar year.

Section 19. Retirement

19.7.1 Effective September 1, 2022 through June 30, 2023, the Government Code Section 20516 CalPERS cost share for members, is as follows:

- For members with the 3% at 50 formula (i.e., CalPERS 1st and 2nd level- Police), the Section 20516 cost share is 5.5%.
- For members with the 3% at 55 formula (i.e., CalPERS 3rd level – Police), the Section 20516 cost share is 5.5%.
- For 2.7% at 57 (PEPRA), the Section 20516 cost share is 5.5%.

19.7.2 Effective the July 1, 2023, the Government Code Section 20516 CalPERS cost share for members, is as follows:

- For members with the 3% at 50 formula (i.e., CalPERS 1st and 2nd level- Police), the Section 20516 cost share is 5.5%.
- For members with the 3% at 55 formula (i.e., CalPERS 3rd level – Police), the Section 20516 cost share is 5.5%.
- For 2.7% at 57 (PEPRA), the Section 20516 cost share is being reduced by 2%, for a new total member cost share of 3.5%.

19.7.32 Effective the ~~September~~July 1, ~~2023~~2024, the Government Code Section 20516 CalPERS cost share for members, is as follows:

- For members with the 3% at 50 formula (i.e., CalPERS 1st and 2nd level- Police), the Section 20516 cost share is 5.5%.
- For members with the 3% at 55 formula (i.e., CalPERS 3rd level – Police), the Section 20516 cost share is 5.5%.
- For 2.7% at 57 (PEPRA), the Section 20516 cost share is being reduced by ~~1.752~~%, for a new total member cost share of ~~1.753-5~~%.

19.7.42 Effective the ~~September~~July 1, ~~2023~~2025, the Government Code Section 20516 CalPERS cost share for members, is as follows:

- For members with the 3% at 50 formula (i.e., CalPERS 1st and 2nd level- Police), the Section 20516 cost share is 5.5%.
- For members with the 3% at 55 formula (i.e., CalPERS 3rd level – Police), the Section 20516 cost share is 5.5%.

- For 2.7% at 57 (PEPRA), the Section 20516 cost share is being reduced by 1.752%, for a new total member cost share of 3.50%, which will result in the elimination of the cost share for PEPRA members.

Section 22. Bereavement Leave.

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, reproductive loss, parent of employee's child, mother-in-law, father-in-law, brother-in-law, sister-in-law grandparents, grandchild~~ren~~, stepparents, ~~and~~ stepchild~~ren~~, and other relatives where the employee has served "in loco parentis." ~~where there is a child-rearing relationship~~. At the request of the City, the member will furnish a death certificate or newspaper announcement and proof of 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.

Section 26. Time Off for NPOA Business

26.1 General Release Time

NPOA Representatives shall be allowed reasonable release time to engage in meet and confer discussions with representatives from the City. The City will not reimburse NPOA representatives for time spent bargaining outside of normal work hours; ~~however, NPOA representatives may earn Adjusted Time Off (ATO) and utilize it within the 28-day work cycle of when the release occurs, or as early as possible within the next 28-day cycle, so long as the use of ATO does not require backfill overtime.~~

Section 27. Management Rights

Subject only to the limitations set forth in this MOU, City's right to direct the work force shall be unimpaired. This right shall include, but is not limited to the following:

To manage and direct its business and personnel; to manage, control, and determine the mission of its departments, commissions, or boards, building facilities and operations; to create, change, combine or abolish jobs, department's services, and facilities in whole or in part; relieve its employees from duty or to reduce or adjust such duties because of lack of work or for other reasons considered by City to be legitimate; to direct the work force; to set standards of service; to maintain the efficiency of City operations; to increase or decrease the work force and determine the number of employees needed; to hire, train, transfer, and promote employees; to take disciplinary actions; to determine the procedures and standards of selection for employment and promotion; to establish work standards, schedules of operations and reasonable work load; to specify or assign work requirements and overtime; to schedule working hours and shifts; to adopt rules of conduct and penalties for violation, thereof; to determine the content of job specifications and classifications; to determine the type and scope of work to be performed and the service to be provided; to determine the methods, processes and means of providing services; to take all necessary actions to carry out its mission in emergencies; and to make reasonable rules and regulations pertaining to members consistent with this MOU.

The exercise of such rights by City shall not preclude NPOA from ~~communicating-meeting and conferring~~ with City about ~~the consequences impacts that the such~~ decisions ~~of these matters~~ may have on wages, hours, and other terms and conditions of employment. The exercise of such rights by the City, not subject to other sections of this MOU, shall not be grievable.

Section 29. Grievance Procedure

29.1 Definitions

“Grievance” is any dispute which involves the interpretation, application, claimed violation, or claimed noncompliance with any provisions of this MOU. Disputes concerning disciplinary action shall be processed in accordance with ~~the rules of the Civil Service Commission.~~Section 29.6.

29.2 Procedure. Grievances shall be processed in the following manner:

Step I – Supervisor Response

29.2.1 The grievance shall be presented either by the member or by an authorized NPOA representative to the designated supervisor of the member within twenty-eight (28) calendar days of the date the member reasonably should have learned of its occurrence.

The designated supervisor shall have twenty-eight (28) calendar days from the date of receipt of the grievance in which to investigate and orally respond. If the grievance is not satisfactorily adjusted within this period, the grievance may be presented in writing either by the member or an authorized NPOA representative to the member's Bureau Lieutenant, or a designated representative. If the Bureau Lieutenant is the member's supervisor, the grievance shall be presented initially to the Bureau Lieutenant. Presentation of the grievance to the Lieutenant must occur within twenty-eight (28) calendar days of the Step I response. In the absence of a timely Step I response the grievance must be presented within twenty-eight (28) calendar days of the date the Step I response was due.

Step II – Lieutenant Response

29.2.2 The Bureau Lieutenant shall have twenty-eight (28) calendar days from the date of receipt of the written grievance in which to investigate and respond to the grievance. If the grievance is not satisfactorily adjusted within this period, the grievance may be presented in writing either by the member or by an authorized NPOA representative to the Captain. Presentation of the grievance to the Captain must occur within twenty-eight (28) calendar days of the Step II response. In the absence of a timely Step II response the grievance must be presented within twenty-eight (28) calendar days of the date the Step II response was due.

Step III – Captain Response

29.2.3 The Captain shall have twenty-eight (28) calendar days from the date of receipt of the grievance in which to investigate and respond to the grievance. If the grievance is not satisfactorily adjusted within this period, the grievance may be presented in writing either by the member or by an authorized NPOA representative to the Police Chief. Presentation of the grievance to the Police Chief must occur within twenty-eight (28) calendar days of the Step III response. In the absence of a timely Step III response the grievance must be presented within twenty-eight (28) calendar days of the date the Step III response was due.

Step IV – Police Chief Response

29.2.4 The Police Chief shall have twenty-eight (28) calendar days from the date of receipt of the grievance in which to investigate and respond to the grievance. If the grievance is not satisfactorily adjusted within this period, the grievance may be presented in writing either by the member or by an authorized NPOA representative to the City Manager or to such representative as the City Manager may designate. Presentation of the grievance to the City Manager must occur within twenty-eight (28) calendar days of the Step IV response. In the absence of a timely Step IV response the grievance must be presented within twenty-eight (28) calendar days of the date the Step IV response was due.

Step V – City Manager

29.2.5 The City Manager shall have fourteen (14) calendar days from the date of receipt of the grievance in which to investigate and respond to the grievance.

Step VI - Arbitration

29.2.6 If the parties are unable, within fourteen (14) calendar days after presentation to the City Manager, to reach a mutually satisfactory accord on any grievance, the NPOA may require that the grievance be referred to an impartial arbitrator. Referral of the grievance to an impartial arbitrator must occur within twenty-eight (28) calendar days of the Step V response. In the absence of a timely Step V response, the grievance must be presented within twenty-eight (28) calendar days of the date the Step V response was due.

The impartial arbitrator who shall be designated by mutual agreement between the NPOA and the City Manager. In the event the NPOA and the City Manager are unable to agree on an impartial arbitrator, the parties jointly shall immediately request a list of five (5) impartial arbitrators from the State Mediation and Conciliation Service. When such list is received, the parties shall meet within seven (7) calendar days to select the arbitrator as follows: the parties shall alternately strike the name of one arbitrator from the list until the name of one arbitrator remains. That person shall serve as the arbitrator. The party to strike the first name shall be determined by a toss of a coin.

Except as provided below, the fees and expenses of the arbitrator, and a court reporter if mutually agreed upon, shall be shared equally by the NPOA and the City. Each party however shall bear the cost of its own presentation including, but not limited to, preparation and post hearing briefs, if any. The decision of the impartial arbitrator shall be final and binding on the City, NPOA and the member(s).

- 29.3 Scope of Procedure. No arbitrator shall entertain, hear, decide or make recommendations on any dispute unless such dispute involves a job classification in the unit represented by NPOA and unless such dispute falls within the definition of a grievance as set forth in Section 29.1 above.
- 29.4 Change to Memorandum. Proposals to add or change this MOU or written agreement or addenda supplementary hereto shall not be subject to this grievance procedure, and no proposal to modify, amend or terminate this MOU nor any matter or subject arising out of or in connection with such a proposal, may be referred to this Section. An arbitrator shall not have the power to amend or modify this MOU or written agreements or addenda supplementary hereto or to establish any new terms and conditions of employment.
- 29.5 Compensation Complaints. All complaints involving or concerning the payment of compensation shall be initially filed in writing with the City Manager. No adjustment shall be retroactive for more than sixty (60) calendar days from the date upon which the complaint was filed.
- 29.6 Disciplinary Appeals. ~~Notwithstanding the definition of a grievance in 29.1,~~ NPOA may ~~also~~ submit appeals of final Notices of Disciplinary Action for dismissal, demotion, suspension or salary reduction to arbitration. NPOA must notify the City Manager in writing within fourteen (14) calendar days after the member's receipt of the final Notice of

Disciplinary Action that it intends to move the disciplinary appeal to arbitration. NPOA's notification will include a written statement of the appeal setting forth a clear and concise statement of the reasons for the appeal, and a signed waiver from the affected member indicating that he/she is electing to have the disciplinary appeal settled through binding arbitration in lieu of any alternative procedures described in Section 29.6.1 below, including an appeal and/or hearing before the Civil Service Commission.

~~28~~29.6.1 Alternative Procedures. Notwithstanding the arbitration procedure set forth above, for appeals of final disciplinary action, a member may elect to utilize alternative hearing processes available pursuant to City Charter Section 76.1 and the Civil Service Rules. A member electing such alternative procedures may not utilize the arbitrations procedure set forth in subsection 29.2.6 herein. Neither the member nor NPOA may elect such alternative procedures for non-disciplinary grievances.

29.7 Reason for Appeal. Whenever the member or an authorized NPOA representative shall appeal the grievance to the next level of this Grievance Procedure, the appeal shall contain a clear and concise statement why the answer provided at the previous level was not satisfactory to resolve the grievance. Whenever City management responds to a grievance, the response shall contain a clear and concise statement as to why the grievance is being denied, if that is the case.

29.8 Time Limits. The time limits contained herein may be waived or modified in writing by mutual agreement of the parties. In the event the member or NPOA fails to appeal a grievance within the prescribed time limits, the response by the City at the previous level shall be deemed to have resolved the grievance. In the event the City fails to respond to a grievance within the prescribed time limits, the grievance shall be moved automatically to the next higher level.

Section 37. Master Officer/Master Sergeant Program

This Master Officer/Master Sergeant Program will be implemented by January 1, 2023, or sooner, if practicable.

The Master Officer/Master Sergeant Program is a career officer development program. The program is designed to encourage officers to develop in the profession of Law Enforcement through education, training, and departmental involvement.

The experienced officer involved with the Master Officer/Master Sergeant Program becomes better qualified to meet the challenges of the Law Enforcement profession by improving their skills. By participating in academic training, specialized units or positions, and longevity with the Napa Police Department, the Master Officer/Master Sergeant becomes an asset to the Napa Police Department and to the City of Napa.

Officers are encouraged to be the very best they can be in whatever capacity they are assigned. It is important that officers be recognized for distinguished service not only for the individual officer but the Law Enforcement profession as a whole. Officers, just as in other professions, must be recognized for their contribution of years and involvement in the department and the community.

The experienced officer that works toward and meets the criteria established in the Master Officer/Master Sergeant Program becomes better qualified to meet the challenges of the Law Enforcement profession by improving their personal skills. Criteria is based upon performance, academic training, departmental involvement, years of service with the Napa Police Department and other law enforcement agencies, or a combination thereof. Once eligible, employees are responsible for applying for Master Officer Pay. Once approved, Master Officer Pay will only be paid retroactively to the date the employee submitted the application.

When the criteria is met and the officer has successfully completed their application, the officer receives visible and monetary recognition and serves as a role model for those that follow in the Law Enforcement profession.

The Master Officer/Master Sergeant Program is not a longevity (years of service) program but should be regarded as a career development program that benefits the officer, the Napa Police Department and the residents of the City of Napa. The amounts described below are based on a Member's base salary.

Master Officer/Master Sergeant status is designated as follows:

2 Tiers – Same Qualifications for Both Sergeant and Officer:

Tier 1 – 2.5%

Tier 2 – 5%

1 Additional Tier – Sergeant Only:

Tier 3 – 6%

Master Officer/Master Sergeant Tier 1, Tier 2, and Tier 3 pay does not stack. The maximum pay under the Master Officer/Master Sergeant Program is 6% differential based on their base salary.

- **Tier 1 Master Officer/Master Sergeant:** After meeting the specified criteria, the employee will receive a 2.5% differential based on their base salary.
- **Tier 2 Master Officer/Master Sergeant:** After meeting the specified criteria, the employee will receive a 5% differential based on their base salary.
- **Tier 3 Master Sergeant:** After meeting the specified criteria, the employee will receive a 6% differential based on their base salary.

Master Officer/Master Sergeant Criteria

Tier 1 Master Officer/Master Sergeant Requirements:

- At least 10 years of service in law enforcement as a full-time Peace Officer
- At least 3 years with City of Napa
- Possession of an Advanced P.O.S.T Certificate
- Associate's degree from accredited college or university
- At least 3 years spent assigned to a specialty assignment, as identified in Section 6.5, and including Lead Officer, as identified in Section 6.2, Canine Handler, as identified in Section 6.5.1, at least 1 year of which is with the City of Napa
- At least 2 years spent in an ancillary assignment, as identified in Section 6.6, at least 1 year of which is with the City of Napa
- Overall meets standards performance on the last 3 performance reviews

OR

- At least 8 years of service in law enforcement as a full-time Peace Officer
- At least 3 years with the City of Napa
- Possession of an Advanced P.O.S.T Certificate
- Bachelor's degree from accredited college or university
- At least 3 years spent assigned to a specialty assignment, as identified in Section 6.5, and including Lead Officer, as identified in Section 6.2, and Canine Handler, as identified in Section 6.5.1, at least 1 year of which is with the City of Napa
- At least 2 years spent in an ancillary assignment, as identified in Section 6.6, at least 1 year of which is with the City of Napa
- Overall meets standards performance on the last 3 performance reviews

Tier 2 Master Officer/Master Sergeant Requirements:

- At least 17 years of service in law enforcement as a full-time Peace Officer
- At least 6 years with City of Napa
- Possession of an Advanced P.O.S.T Certificate
- Associate's degree from accredited college or university
- At least 6 years spent assigned to a specialty assignment, as identified in Section 6.5, and including Lead Officer, as identified in Section 6.2, and Canine Handler, as identified in Section 6.5.1, at least 3 years of which is with the City of Napa
- At least 3 years spent in an ancillary assignment, as identified in Section 6.6, at least 1 year of which is with the City of Napa
- Overall meets standards performance on the last 3 performance reviews

OR

- At least 15 years of service in law enforcement as a full-time Peace Officer
- At least 6 years with City of Napa
- Possession of an Advanced P.O.S.T Certificate
- Bachelor's degree from accredited college or university
- At least 6 years spent assigned to a specialty assignment, as identified in Section 6.5, and including Lead Officer, as identified in Section 6.2, and Canine Handler, as identified in Section 6.5.1, at least 3 years of which is with the City of Napa
- At least 3 years spent in an ancillary assignment, as identified in Section 6.6, at least 1 year of which is with the City of Napa
- Overall meets standards performance on the last 3 performance reviews

Tier 3 Master Sergeant Only Requirements:

- At least 17 years of service in law enforcement as a full-time Peace Officer
- At least 6 years with City of Napa
- Possession of Supervisory P.O.S.T Certificate
- Bachelor's degree from accredited college or university
- At least 6 years spent assigned to a specialty assignment with the City of Napa, as identified in Section 6.5 and including Lead Officer, as identified in Section 6.2, and Canine Handler, as identified in Section 6.5.1 (at least 1 year of which as a Sergeant for the City of Napa)
- At least 1 year spent in an ancillary assignment as a Sergeant, as identified in Section 6.6
- Overall meets standards performance on the last 3 performance reviews

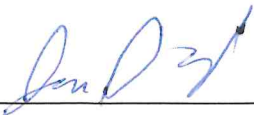
ACCREDITED COLLEGE

An academic institution recognized as an accredited college or university in the state of origin.

MOU Language Clean-up

Correcting/Updating non-substantive language items.

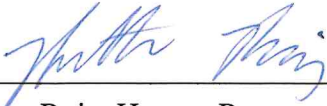
ATTACHMENT 1

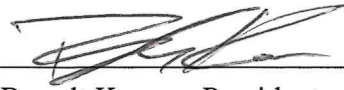
By: 
Jesse Lad, Chief Negotiator
City of Napa

By: 
Tim Talbot, Chief Negotiator
Napa Police Officers Association

Date: June 13, 2024

Date: 6/13/2024

By: 
Heather Ruiz, Human Resources Director
City of Napa

By: 
Brandt Keown, President
Napa Police Officers Association

Date: June 13, 2024

Date: 6/13/2024