

AMENDMENT NO.1
TO AGREEMENT NO. C2014-119
BETWEEN
NAPA CHIEF FIRE OFFICERS
AND
CITY OF NAPA

1. The City of Napa ("City") and the Napa Chief Fire Officers ("NCFO") are parties to a Memorandum of Understanding ("MOU") with a term of January 1, 2014 through December 31, 2015. 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 modify the MOU as described below. All terms and conditions set forth in the MOU which are not specifically modified by this Amendment shall remain in full force and effect.

Sick Leave Conversion to HRA

3. Section 15.4.2(d) of the MOU is hereby amended by deleting the entirety of the former Section and replacing it with the text set forth below:

Sick Leave Conversion at Time of Retirement. Upon an eligible member's retirement, the City shall deposit into each member's individual HRA fifty percent (50%) of that member's remaining sick leave balance at the rate of one-hundred percent (100%) of the member's base hourly rate at the time of retirement. The annual conversion of unused sick leave shall be prorated for the year in which the member retires and applied prior to this computation.

Members shall be entitled to convert the remaining balance (50%) of unused accumulated sick leave hours to retirement service credits.

4. The individuals executing this Amendment represent and warrant that they have the right, power, legal capacity, and authority to enter into and to execute the Amendment on behalf of the respective legal entities of NCFO and the City.

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

Dated: August ____, 2015

By: _____

Nancy Weiss, Assistant City Manager
City of Napa

Dated: August ____, 2015

By: _____

John Callanan, President
Napa Chief Fire Officers

ATTEST:

DOROTHY ROBERTS, City Clerk

COUNTERSIGNED:

SASHA PAYASLIAN, Deputy City Auditor

APPROVED AS TO FORM:

MICHAEL W. BARRETT, City Attorney