

CITY and NCFO TENTATIVE AGREEMENT PACKAGE

This Tentative Agreement (TA) is subject to Council adoption and Napa Chief Fire Officers (NCFO) ratification, and each party shall recommend the adoption of this TA to their respective constituents. All City and NCFO proposals not specifically referred to herein are withdrawn by each party.

Upon Council adoption and NCFO ratification, the TA language modifies the prior 2017-2018 MOU between the parties (City of Napa Agreement No. 2018-115) all provisions in the prior MOU not modified by this TA remain in effect. The parties will create a final successor MOU document which incorporates all TA language and prior MOU provisions; non-substantive clean-up language may also be included, subject to mutual agreement.

MOU SECTION	PROPOSAL
Term (Section 2)	3 years, 1/1/19- 12/31/21
Insurance (Section 13.4)	The City will contribute the following amounts for dental benefits: Employee only \$ 53.00 Employee plus one \$ 90.00 Family \$ 138.00
Educational Incentive (Section 20.1)	Effective with the pay period containing January 1, 2019, the amount of educational incentive will be as follows: 30 semester units \$125/month or AA Degree \$175/month or BA Degree \$225/month
State Fire Officer Certification Pay (Section 20.2)	The City agrees to pay two-hundred and ten dollars (\$210.00) three-hundred dollars (\$300.00) per month specialty pay to any member(s) who successfully completes the State Fire Officer Certification program and receives certification.
State Fire Chief Officer Certification Pay (Section 20.3)	The City agrees to pay two-hundred dollars (\$200.00) three-hundred twenty-five dollars (\$325.00) per month specialty pay to any member(s) who successfully completes the State Fire Chief Officer Certification program and receives certification. This pay shall be in addition to Officer Certification pay.
General Clean Up Items	Eliminate various outdated provisions, incorporate current payroll-related practices, clean-up of dates, remove obsolete language, etc.

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

For the NCFO:


Zach Curren, Fire Division Chief

For the City:


Desiree Brun, Deputy City Manager