

EXHIBIT C

AMENDMENT NO. 1
TO AGREEMENT NO. C2019-325
BETWEEN
THE CITY OF NAPA
AND
THE NAPA CITY EMPLOYEES' ASSOCIATION

RECITALS

- A. The City of Napa ("City") and "NCEA-SEIU, Local 1021" (which is comprised of the Napa City Employees' Association ("NCEA"), affiliated with Service Employees International Union, Local 1021, CTW, CLC) are parties to a Memorandum of Understanding (Agreement No. C2019-325; hereinafter referred to as "MOU") with a term of January 1, 2019 through June 30, 2021. The parties are committed to maintaining cooperative labor relations, including discussions over matters outside of the MOU, now and in the future.
- B. The parties have met and conferred in good faith over a modification to the uniform allowance for the classifications of Park Ranger I/II and Senior Park Ranger, as set forth in this Amendment.
- C. As a result of meeting and conferring, the parties hereby agree to the modifications to the MOU described below. All terms and conditions set forth in the MOU which are not specifically modified by this Side Letter shall remain in full force and effect.

NOW, THEREFORE, for the mutual consideration set forth herein, the parties agree as follows:

- 1. This Amendment No. 1 hereby incorporates by reference all terms and conditions set forth in the MOU, unless specifically amended by this Amendment No. 1. All terms and conditions set forth in the MOU which are not specifically amended by this Amendment No. 1 shall remain in full force and effect.
- 2. Section 21.1 of the MOU is hereby amended by adding new subsections 21.1(i) to read as follows:
 - "(i) Park Ranger I/II and Senior Park Ranger
 - (1) \$475/year cash allowance
 - (2) Uniform cash allowance shall be paid bi-weekly
 - (3) The City will provide a newly hired Park Ranger I/II and Senior Park Ranger with three (3) short sleeved shirts, two (2) long sleeved shirts, three (3) pants, one (1) jacket, one (1) set of rain gear and one (1) pair of boots and one (1) nylon duty belt. The Parks and Recreation Services Department Director will designate uniform specifications and vendor.
 - (4) The City shall issue the full Park Ranger Series with Pepper Spray. The City shall re-issue Pepper Spray if the canisters are low, damaged, lost, stolen or expired."
- 3. 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 MOU on behalf of the respective legal entities of NCEA-SEIU, Local 1021 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.

CITY OF NAPA:

**NAPA CITY EMPLOYEES' ASSOCIATION-
SEIU, Local 1021:**

Fran Robustelli, Assistant City Manager

Terri Ritchie, President

Date:

Date:

ATTEST:

Amanda Steiner, SEUI Field Representative

Date:

Tiffany Carranza, City Clerk

COUNTERSIGNED:

Sasha Payaslian, Deputy City Auditor

APPROVED AS TO FORM:

Michael W. Barrett, City Attorney