

RESOLUTION R2021-_____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NAPA, STATE OF CALIFORNIA, AUTHORIZING THE CITY MANAGER TO EXECUTE AMEDEMMENT NO. 1 TO AGREEMENT NO. C2019-325 WITH THE NAPA CITY EMPLOYEES' ASSOCIATION – SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021-CTW, CLC; GENERALLY REDUCING THE NUMBER OF SALARY STEPS FROM TWENTY (20) STEPS TO FIVE (5) STEPS UPON IMPLEMENTATION OF THE CITY'S UPDATED ENTERPRISE RESOURCE PLANNING SYSTEM.

WHEREAS, February 5, 2019, the City Council approved a Tentative Agreement and authorized the City Manager to execute a Memorandum of Understanding (Agreement No. C2019-325) between the Napa City Employees' Association – Service Employees International Union Local 1021-CTW, CLC ("NCEA") and for the term January 1, 2019 through June 30, 2021; and

WHEREAS, on March 3, 2020, the City Council adopted R2020-032, authorizing the City Manager to execute a contract with Tyler Technologies, Inc. to provide software, hardware, and implementation services to upgrade the City's Enterprise Resource Planning ("ERP") system, including the implementation of a new payroll system; and

WHEREAS, the recommendation of the ERP implementation project team is to consolidate the number of steps within the City's salary schedules from twenty (20) down to five (5) steps without modifying the minimum or maximum salary range in order to standardize merit increase processes, improve budget projections, and reduce administrative burden; and

WHEREAS, Agreement No. C2019-325 identifies a number of sections that will be impacted by the consolidation of salary schedule steps upon implementation of the new ERP payroll system, currently scheduled for July 2021; and

WHEREAS, the parties have met and conferred on these changes and are in agreement on the proposed amendments to the current Memorandum of Understanding; and

WHEREAS, the City Council has considered all information related to this matter, as presented at the public meetings of the City Council identified herein, including any supporting reports by City Staff, and any information provided during public meetings.

ATTACHMENT 1

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Napa, as follows:

1. The City Council hereby finds that the facts set forth in the recitals to this Resolution are true and correct and establish the factual basis for the City Council's adoption of this Resolution.
2. The City Manager is hereby authorized to execute Amendment No. 1 to Agreement No. C2019-325 implementing changes to sections related to the steps within the salary schedules.
3. This Resolution shall take effect immediately upon its adoption.

I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the City Council of the City of Napa at a public meeting of said City Council held on the 6th day of April, 2021, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST: _____
Tiffany Carranza
City Clerk

Approved as to form:

Michael W. Barrett
City Attorney