



## Staff Reports Details (With Text)

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**Title:** Tentative Agreement between the City of Napa and the Napa City Employees' Association  
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Date	Ver.	Action By	Action	Result
2/5/2019	1	CITY COUNCIL OF THE CITY OF NAPA		

**To:** Honorable Mayor and Members of City Council

**From:** Steve Potter, City Manager

**Prepared By:** Desiree Brun, Deputy City Manager

### TITLE:

Tentative Agreement between the City of Napa and the Napa City Employees' Association

### RECOMMENDED ACTION:

Approve and adopt the Tentative Agreement between the City of Napa and the Napa City Employees' Association (NCEA) for the term January 1, 2019 through June 30, 2021, and authorize the City Manager to finalize a successor Memorandum of Understanding.

### DISCUSSION:

In August 2018, the City of Napa and NCEA began negotiations on a new Memorandum of Understanding. On January 9, 2019, the City and NCEA reached a Joint Recommendation that was brought to Council in closed session on January 15, 2019. The City and NCEA signed a Tentative Agreement on January 17<sup>th</sup> and the NCEA Team presented the Agreement to its membership that afternoon. The Tentative Agreement was ratified by NCEA membership on January 29, 2019. The major terms of the agreement are as follows:

- Thirty months (2.5 years), January 1, 2019 through June 30, 2021.
- Negotiated increases: Year 1=2.75% (effective February 23, 2019); Year 2 = 4.0% (effective March 21, 2020); and Year 3 = 0.75% (effective March 20, 2021).
- The City will prepare a compensation study to inform bargaining over a successor MOU. A draft copy of the study will be provided to the NCEA-SEIU no later than January 15, 2021.
- Lump Sum Bonus (non-pensionable), effective upon adoption and again on January 1,

2021.

- Longevity Bonus (non-pensionable): bonuses are one-time when the employee hits the benchmark of 10, 15, 20 or 25 years; but program would continue past MOU.
- The Lump Sum and Longevity bonuses are in the form of Elective Leave Credits, which can be used as leave or cashed out at \$25 per hour.
- Tool allowance; one-time payment of \$600 to address the additional costs incurred by equipment mechanics in purchasing metric tools.
- Boot allowance payment converted from a cash payment to a voucher system to ensure proper safety footwear is purchased.
- Maintain medical premium caps.
- Adjust the monthly dental premium rate caps to a round dollar amount as follows; employee only (\$53), employee plus one (\$90) and family (\$138).

### **FINANCIAL IMPACTS:**

The costs associated with the changes to the new NCEA agreement can be accommodated in the adopted FY 2017-19 budget and have already been anticipated in the Long-Term Financial Forecast projections, therefore a budget adjustment is not required at this time. The net impact to the General Fund for implementation of this agreement is approximately \$63,500 and will be incorporated into the FY2019-21 budget. Specific changes in the terms of the agreement from the current MOU are included in Attachment 1.

### **CEQA:**

The City Manager has determined that the Recommended Action described in this Agenda Report is not subject to CEQA, pursuant to CEQA Guidelines Section 15378.

### **DOCUMENTS ATTACHED:**

ATCH 1: Signed Comprehensive Tentative Agreement Package dated January 17, 2019 between the City of Napa and Napa City Employees' Association.

### **NOTIFICATION:**

Napa City Employees' Association