## TOTAL TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDA OF UNDERSTANDING BY AND BETWEEN COUNTY OF NAPA AND NAPA ASSOCIATION OF PUBLIC EMPLOYEES, SEIU, LOCAL 1021 PUBLIC SERVICES EMPLOYEES AND PUBLIC SERVICES EMPLOYEE SUPERVISORY UNITS

August 11, 2011

The County of Napa ("County") and the Napa Association of Public Employees, SEIU, Local 1021 ("NAPE") through their respective bargaining representatives, agree to a successor memoranda of understanding.

- 1. <u>Term</u>: Three year term July 1, 2011 June 30, 2014.
- 2. Salary: Effective the first full pay period within which ratification of the agreement occurs, employees whose salaries have not been Y rated, shall receive a salary increase of 1.5%. Effective with the first pay period for fiscal year 2012/13, employees whose salaries have not been Y rated shall receive a salary increase of 1.5% and effective the first pay period of fiscal year 2013/14 employees whose salaries have not been Y rated shall receive a salary increase of 1.5%.
- 3. <u>Health Plan Contributions</u>: Return to medical premium contributions in accordance with the formula set forth in Article 43.2 of the 2007-2009 MOU, as follows:
  - a. July 1, 2011 to December 31, 2011, no change to current contribution rates.
  - b. January 1, 2012 decrease the percentage the County contributes for medical premiums by 1/3 of the difference between the percentages the County is currently contributing for the most commonly enrolled subscriber plus one and subscriber plus two or more plans (88.8%) and the formula set forth in Article 43.2 of the 2007-2009 MOU (87.5%) resulting in a County contribution of 88.4% for these plans.
  - c. July 1, 2012 to December 31, 2012 contributions remain at January 1, 2012 level.
  - d. January 1, 2013 decrease the percentage the County contributes for medical premiums by 2/3 of the difference between the percentages the County was contributing to the most commonly enrolled subscriber plus one and subscriber plus two or more plans (88.8%) and the formula set forth in Article 43.2 of the 2007-2009 MOU (87.5%) resulting in a County contribution of 87.9% for each of these plans.
  - e. July 1, 2013 to December 31, 2013 contributions remain at January 1, 2013 level.

- f. January 1, 2014 full return to Article 43.2 formula of a County contribution of 87.5% of the most commonly enrolled subscriber plus one and subscriber plus two or more plans.
- 4. Retirement: On or after the date of ratification of this agreement, subject to the contract amendment process followed by the Public Employee Retirement System ("PERS"), the County will provide a "2% at 60" retirement benefit formula for new County employees hired on or after the date the 2% at 60 formula is implemented by the County. The cost sharing formula set forth in Appendix A to the 2007-2009 memoranda of understanding, which is presently in effect for County employees receiving the "2.5% at 55" formula, will also be applied to employees subject to the "2% at 60" retirement formula.
- 5. <u>Cash Out of Vacation</u>: For the term of the agreement, employees will be allowed to continue to cash out vacation on the terms defined in paragraph 6 of the 2010-2011 contract extension, modified to include the use of supervisory leave.
- 6. <u>Tentative Agreements</u>: The parties' tentative agreements executed as part of these negotiations are hereby incorporated into this agreement (attached).
- 7. <u>Miscellaneous:</u> Unless modified by the specific terms of this proposal, all other terms and condition set forth in the 2007-2009 memoranda of understanding will remain as specified in those memoranda for the term of this agreement. Also, unless specifically addressed by the terms of this agreement, all terms and conditions set forth in the parties' 2009-2010 and 2010-2011 extensions shall expire on June 30, 2011.

County of Napa:

Napa Association of Public Employees, SEIU Local 1021:

Date

Date