



# COUNTY *of* NAPA

**MARK GREGERSEN**  
Human Resources Director

January 24, 2007

Ms. Marie Advincula  
Field Representative  
SEIU, Local 614 - NAPE  
1810 Jefferson Street  
Napa, CA 94559

**Re: Side Letter Agreement Regarding Night Shift Pay for the Psychiatric  
Emergency Response Unit of the Mental Health Division of the Health and  
Human Services Agency**

Dear Ms. Advincula:

This will confirm the understanding reached on behalf of PSE and PSE Supervisory Units SEIU, Local 614 – NAPE during our recent discussions over the above-captioned section of the current memorandums of understanding (MOUs).

SIDE LETTER AGREEMENT

1. Section 31.0 of the MOUs shall be amended to include the following new provision:

31.2 Employees assigned to the Psychiatric Emergency Response Unit (ERU) in the Mental Health Division of the Health and Human Services Agency shall be eligible for the following Night Shift pay:

(a) Employees assigned to work in the ERU between 6:00 p.m. and 10:00 p.m. (commonly referred to as the “PM Shift”) shall receive a shift differential of 5% more than his/her standard hourly rate of pay for all hours actually worked during this period. This rate shall apply to overtime hours worked during this time period or shift.

(b) Employees assigned to work in the ERU between 10:00 p.m. and 6:00 a.m. (commonly referred to as the “Overnight Shift”) shall receive a shift differential of 10%

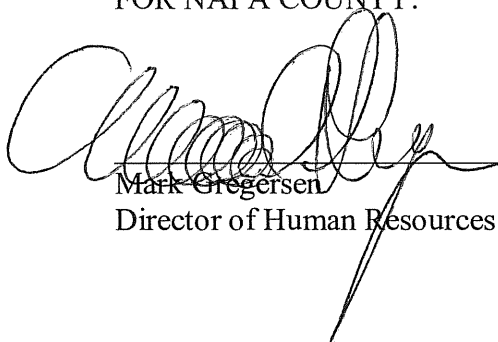
more than his/her standard hourly rate of pay for all hours actually worked during this period. This rate shall apply to overtime hours worked during this time period or shift.

(c) ERU employees receiving "PM" or "Overnight" Night Shift pay under this section shall not be entitled to receive the night shift pay referred to in Section 31.1.

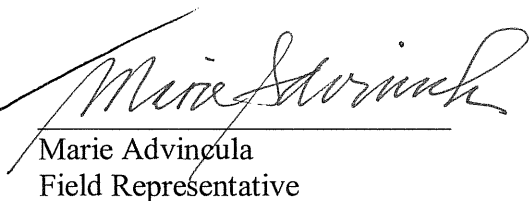
2. This Side Letter Agreement shall expire on June 30, 2007 and shall only be continued upon mutual agreement between the County and the Union.
3. This Side Letter Agreement shall be binding upon ratification by the members of PSE if required pursuant to the constitution and bylaws of SEIU, Local 614, NAPE, and approval by the Napa County Board of Supervisors, and shall be effective February 10, 2007.

FOR NAPA COUNTY:

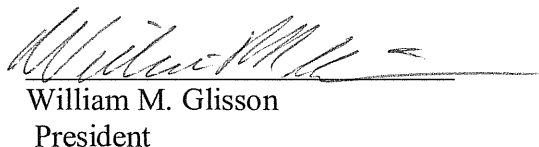
FOR SEIU LOCAL 614, NAPE:



Mark Gregersen  
Director of Human Resources



Marie Advincula  
Field Representative



William M. Glisson  
President

cc: Jackie Gong, Deputy County Counsel  
Theresa Richmond, Chief Operations Officer – HHSA  
Pam Kindig, Auditor-Controller