



Town of Yountville
"The Heart of the Napa Valley"

MEDIA RELEASE

FOR IMMEDIATE RELEASE

Date: July 1, 2009

Contact: Steven Rogers, Town Manager
Phone: 707-944-8851
E-mail: Srogers@yville.com

Subject: **Town Council Approves Labor Agreement with Yountville Employee Association which Includes NO Cost-of-Living Adjustment and Retiree Medical Insurance Program Modification**

The Yountville Town Council approved a one year labor agreement with its principal employee bargaining unit, the Yountville Employee Association (YEA) at its June 30, 2009 Special Council Meeting. The labor agreement had previously been ratified by the membership of the YEA. The labor agreement runs from July 1, 2009 to June 30, 2010.

Key provisions of the newly adopted labor agreement include:

- No Cost-of-Living-Adjust will be provided this Fiscal Year.
- Significant modifications to the existing Retiree Health Medical program from those in place today that will require a minimum vesting term of PERS service credit in order to be eligible for paid retiree medical after retirement (100% payment would require 20 years of PERS service credit).
- Implementation of a "Flexible Staffing" approach.
- Implementation of staff development, retention, and succession planning approaches including certification pay and position description updating.
- Employee Health Insurance contribution by Town capped to the cost of the Kaiser plan.
- Fair Labor Standards Act (FLSA) designation of mid-management positions including Town Clerk, Administrative Services Supervisor/Manager, Assistant/Associate Planner and PW/WWTP Manager, Recreation Services Supervisor/Manager.

Mayor Cynthia Saucerman stated that “she and the Town Council are very appreciative of the efforts of the YEA leadership and employees to work with the Town Manager and the Town Council to modify cost exposure from our retiree medical continuation plan, to accept a no COLA MOU, and to work with us as a partner to implement other modifications to the existing MOU. Our employees clearly understand the current economic situation and the challenges facing local government today. We have a great group of people working for us and this shows their commitment to our community.”

END