



Napa County

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Legislation Text

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TO: Board of Supervisors

FROM: Christine Briceño, Director of Human Resources

REPORT BY: Joy Cadiz, Senior Human Resources Analyst

SUBJECT: Resolution Approving the Total Tentative Agreement for Non-Supervisory Probation Unit and Supervisory Probation Unit, and Salary Increases in Fiscal Years 2022-2023, 2023-2024, 2024-2025, 2025-2026, and a One-Time Payment of One Thousand Five Hundred Dollars

RECOMMENDATION

Director of Human Resources requests adoption of a Resolution approving a Total Tentative Agreement (TTA) with the Napa County Probation Professionals Association (NCPA) Non-Supervisory Probation Unit and Supervisory Probation Unit (Union), including salary increases in fiscal years 2022-2023, 2023-2024, 2024-2025, and 2025-2026 and a one-time payment of \$1,500.

EXECUTIVE SUMMARY

The County and Union bargaining representatives entered into a Total Tentative Agreement (TTA) for a new collective bargaining agreement effective July 1, 2022, to June 30, 2026. The Union informed the County that the TTA was ratified by the Napa County Probation Professionals Association (NCPA) membership and is presented for approval by the Board of Supervisors. The complete collective bargaining agreement will be presented to the Board of Supervisors in the near future. The TTA represents a significant step in maintaining outstanding safety services to County residents, while controlling long-term costs.

FISCAL & STRATEGIC PLAN IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	No
Is it Mandatory or Discretionary?	Discretionary

Discretionary Justification:	There is no obligation for the Board of Supervisors to approve this contract, however, the County and the Union bargained in good faith, and reached the tentative agreements within the authority granted by the Board.
Is the general fund affected?	Yes
Future fiscal impact:	The cost of the tentative agreements included in this contract for January 21, 2023, to June 30, 2023 is approximately \$291,135, \$309,330 for July 1, 2023 to June 30, 2024, \$294,816 for July 1, 2024 to June 30, 2025, and \$303,660 for July 1, 2025 to June 30, 2026.
Consequences if not approved:	The County would be required to go back to the table to continue negotiations with the Union and the newly recognized Union would not have a contract.
County Strategic Plan pillar addressed:	Healthy, Safe, and Welcoming Place to Live, Work, and Visit

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

On May 17, 2022, the Napa County Probation Professionals Association (Union) was certified as the recognized employee organization for the Supervisory Probation Unit and Non-Supervisory Probation Unit after breaking away from the Napa Association of Public Employees (NAPE). The Memoranda of Understanding (MOU) with the NAPE expired on June 30, 2020, and a rollover agreement was entered into on April 27, 2020 through June 30, 2022. The County and Union bargaining representatives have negotiated a new contract. The TTA, which was ratified by Union membership covers four years, July 1, 2022, through June 30, 2026, with all terms remaining in effect until a new agreement is approved. The parties are finalizing the language of the complete MOU which will be presented to the Board of Supervisors for approval at a later date. Some of the major provisions of the new agreement follow. Further details are included in the TTA which is attached as Exhibit A.

- 16.25% COLA over 3 years (7%, 3.25%, 3%, 3%)
- Inflation Adjustment Payment of \$1,500
- Retirement Cost Sharing
 - o The cost sharing rate for members in 2.5%^{@55} formula shall be capped at 2.591% and shall decrease using the 50/50 formula until the cost share is at 0%.
 - o No cost sharing for members in 2%^{@60} or 2%^{@62} formulas.
- Revises the Night Shift Premium to 5% for employees who work between 6:00pm and 6:00am, or on any

shift defined as “graveyard.”

- Provides a 5% Certified Trainer Pay for qualified and selected employees in BSCC Standards and Training for Corrections and Field Training Officer assignments.
- County will match employee’s 457 contribution into the 401a plan up to \$900 annually effective the first full pay period after January 1, 2024; up to \$900 annually after the first full pay period effective the first full pay period after January 1, 2025; up to \$600 annually effective the first full pay period after January 1, 2026.