

**RESOLUTION NO. 2025-**

**RESOLUTION OF THE NAPA COUNTY BOARD OF SUPERVISORS,  
STATE OF CALIFORNIA, APPROVING A 3% COST OF LIVING ADJUSTMENT FOR  
MEMBERS OF THE LAW ENFORCEMENT, LAW ENFORCEMENT SUPERVISORY,  
PROBATION, AND PROBATION SUPERVISORY BARGAINING UNITS EFFECTIVE  
JULY 5, 2025, AND A 3.5% COST OF LIVING ADJUSTMENT FOR MEMBERS OF  
THE PUBLIC SERVICE EMPLOYEE AND PUBLIC SERVICE EMPLOYEE  
SUPERVISORY BARGAINING UNITS, AND MANAGEMENT AND CONFIDENTIAL  
EMPLOYEES, EFFECTIVE JUNE 21, 2025**

**WHEREAS**, Government Code Section 23500 provides in relevant part that the Board of Supervisors shall provide for the number, compensation, tenure, appointment and conditions of employment of County employees, and that such action may be taken by ordinance or resolution; and

**WHEREAS**, the currently governing Memorandums of Understanding (MOUs) between Napa County and the Deputy Sheriffs' Association (DSA) Law Enforcement and DSA Law Enforcement Supervisory Units provide for a 3% cost of living salary adjustment (COLA) for unit members, effective the first full pay period in July 2025; and

**WHEREAS**, the currently governing MOUs between County and the Napa County Probation Professionals Association (NCPA) Probation and NCPA Probation Supervisory Units provide for a 3% COLA for unit members, except those unit members whose salaries have been Y-rated, effective the first full pay period in July 2025; and

**WHEREAS**, the first full pay period in July 2025 begins on July 5, 2025; and

**WHEREAS**, the governing MOUs between Napa County and the Napa Association of Public Employees, Service Employees International Union, Local 1021's Public Service Employee (PSE) and PSE Supervisory Units provide for a 3.5% COLA for unit members, effective the first pay period in Fiscal Year 2025-2026; and

**WHEREAS**, the Napa County Policy Manual Management Compensation Plans state that management and confidential employees receive the same salary adjustments as the PSE unit members, and therefore must also receive a 3.5% COLA, effective the first pay period in Fiscal Year 2025-2026; and

**WHEREAS**, the first pay period in Fiscal Year 2025-2026 begins on June 21, 2025.

**NOW, THEREFORE, BE IT RESOLVED** that the Napa County Board of Supervisors hereby approves, effective July 5, 2025, a 3% COLA for members of the DSA Law Enforcement and Law Enforcement Supervisory bargaining units and NCPA Probation and NCPA Probation Supervisory bargaining units whose salaries have not been Y-rated.

**NOW, THEREFORE, BE IT FURTHER RESOLVED** that the Napa County Board of Supervisors hereby approves, effective June 21, 2025, a 3.5% COLA for PSE and PSE Supervisory bargaining units and Management and Confidential employee classifications.

**THE FOREGOING RESOLUTION WAS DULY AND REGULARLY ADOPTED** by the Napa County Board of Supervisors, State of California, at a regular meeting of said Board held on the 24<sup>th</sup> day of June 2025, by the following vote:

AYES: SUPERVISORS \_\_\_\_\_  
 NOES: SUPERVISORS \_\_\_\_\_  
 ABSTAIN: SUPERVISORS \_\_\_\_\_  
 ABSENT: SUPERVISORS \_\_\_\_\_

NAPA COUNTY, a political subdivision of the State of California

By: \_\_\_\_\_  
 ANNE COTTRELL, Chair of the Board of Supervisors

<p>APPROVED AS TO FORM Office of County Counsel</p> <p>By: <i>Susan B. Altman, Deputy</i></p> <p>Date: June 3, 2025</p>	<p>APPROVED BY THE NAPA COUNTY BOARD OF SUPERVISORS</p> <p>Date:</p> <p>Processed By: _____ Deputy Clerk of the Board</p>	<p>ATTEST: Neha Hoskins Deputy Clerk of the Board of Supervisors</p> <p>By: _____</p>
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