

**Napa County and the Deputy Sheriff's Association and
Deputy Sheriff's Association Law Enforcement Supervisory Unit**

2025 MOU Negotiations

Total Tentative Agreement

September 30, 2025

Below is a summary of the Tentative Agreements (TA) between Napa County and the Deputy Sheriff's Association and the Deputy Sheriff's Association Law Enforcement (LE) Supervisory Unit. Attached are the individual signed TAs with the specific language agreed to.

Section 7.2 – Retirement Plan (both LE and LE Supervisory)

Adds more precise language and removes outdated language. Also, ensures the MOU clearly articulates the appropriate cost sharing applicability and CalPERS mandated rules.

LE Supervisors only – adds language regarding health benefits coverage for surviving dependents (practice was already in place – language codifies practice).

Section 7.4 – Salaries (both LE and LE Supervisory)

Increase wages, as follows:

The County will increase base salaries by 4.25% effective the first full pay period following Board of Supervisors adoption of the MOU.

The County will increase base salaries by 3.25% effective the first full pay period in October 2026.

The County will increase base salaries by 3.0% effective the first full pay period in October 2027.

In addition, the County agrees to perform a market study for the classification of Deputy Sheriff II as of July 1, 2027. If Napa County does not lead the market in base rate pay compared with the following jurisdictions, City of Napa, Marin County, Contra Costa County, Solano County, Santa Cruz County and Sonoma County as of July 1, 2027, then Napa County will add a one half of one percent (**0.5%**) to the COLA applied the first full pay period of October 2027 for all classifications covered by this MOU.

Section 7.5 – Discontinuation of EPMC (both LE and LE Supervisory)

Eliminates outdated EPMC language

Section 8.8 – Term Life Insurance (both LE and LE Supervisory)

Increases the employer paid life insurance coverage to \$100,000.

Section 9.0 – Night Shift Premium (both LE and LE Supervisory)

Amends the night shift premium to 6% for all hours worked between 6:00 PM and 6:00 AM.

Section 9.2 - Court Appearances (both LE and LE Supervisory)

Amends language to increase the hours provided when a court appearance is cancelled untimely from 2 hours to 4 hours in both notification and hours of pay.

Section 9.4 – Uniform Allowance (both LE and LE Supervisory)

Increases uniform allowance to \$1200, paid over 24 pay periods (\$1250 for those assigned to Lake Berryessa).

Section 9.6 – Education Incentive Program (both LE and LE Supervisory)

Increases education reimbursement to \$2500 annually.

LE Supervisory only – Adds a 6% base wage incentive pay to those that qualify for a P.O.S.T. supervisory certificate.

Section 9.11 – Specialty Assignments (LE only)

LE only – Amends language to clarify that the flat rate specialty pay assignments are in addition to the percentage of pay assignments, which will codify the current practice with the MOU language.

Section 32 – Term (both LE and LE Supervisory)

The term of the successor MOUs would be October 1, 2025, to September 30, 2028, however all financial terms will become effective the first pay period following the approval by the Napa County Board of Supervisors.

New Section – Canine (LE only)

Adds canine section to MOU, which indicates that the County will continue to execute individual canine contracts for bargaining unit members, but includes language into MOU that requires hours for canine care will be compensated at the prevailing minimum wage and adjusted automatically for any increase by operation of law.

Appendix - Senior Deputy Program (LE only)

Decreases years of service requirements within program for Deputies to qualify earlier in their careers.

Appendix – Senior Sergeant Program (LE supervisors only)

Change in the requirements for Sergeants to qualify and increases the Senior Sergeant base wage.

New - Fitness Reimbursement Side Letter (both LE and LE supervisors)

Proposes a side letter pilot program which will be discussed and finalized through a future Labor Management Committee meeting. The current proposed pilot includes a reimbursement structure of up to \$1,000 per employee annually with a maximum of \$24,000, with reimbursements provided at a rate of \$500 for each six-month participation period. The Sheriff must approve the facility and the participating employees.

For the County:

Christine Briceño

Date:

9/30/2025

For the Association:

En Gual

Date:

10/2/2025