

**RESOLUTION NO. 2021-**

**RESOLUTION OF THE NAPA COUNTY BOARD OF SUPERVISORS, STATE OF CALIFORNIA, INCORPORATING A JUNE 14, 2021 SIDE LETTER INTO THE CURRENT MEMORANDA OF UNDERSTANDING WITH THE NAPA ASSOCIATION OF PUBLIC EMPLOYEES, AND EFFECTUATING THE SIDE LETTER BY PROVIDING A BASE SALARY INCREASE AND ONE-TIME LUMP SUM PAYMENT FOR PUBLIC SERVICE EMPLOYEE AND PUBLIC SERVICE EMPLOYEE SUPERVISORY UNITS AND MANAGEMENT EMPLOYEES, INCLUDING DEPARTMENT HEADS AND CONFIDENTIAL EMPLOYEES, EFFECTIVE JUNE 26, 2021.**

**WHEREAS**, Government Code section 25300 states 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 County's Memoranda of Understanding with the Public Services Employee and Public Services Employee Supervisory Units of the Napa Association of Public Employees, SEIU Local 1021 ("Union"), were set to expire on June 30, 2020; and

**WHEREAS**, on April 27, 2020, the negotiating teams for the County and the Union reached a Side Letter Agreement, which was approved by the Board of Supervisors on May 5, 2020, and extended the effective term of the current Memoranda of Understanding through and including June 30, 2021; and

**WHEREAS**, the negotiating teams for the County and the Union have been involved in a bargaining process in an effort to reach agreement on successor Memoranda of Understanding; and

**WHEREAS**, on June 21, 2021, Union membership ratified a further Side Letter Agreement, dated June 14, 2021, that extends the effective term of the current Memoranda of Understanding through and including June 30, 2022, and provides a cost of living adjustment of four percent (4%) to base wages for fiscal year 2021-2022 and a one-time lump sum payment of \$1,500 to each member; and

**WHEREAS**, on June 22, 2021, the Napa County Board of Supervisors approved the June 14, 2021 Side Letter Agreement; and

**WHEREAS**, Section 2.100.160, subdivision D, of the Napa County Code of Ordinances provides that it is the general policy of the County to provide management employees, including department heads and confidential employees, with the same salary and fringe benefit adjustments it provides to its represented employees; and

**WHEREAS**, the June 14, 2021 Side Letter Agreement is attached hereto as Exhibit "A," and the Table and Index of Classes reflecting the increased base wages is attached hereto as Exhibit "B";

**NOW, THEREFORE, BE IT RESOLVED** that the Napa County Board of Supervisors hereby incorporates the attached June 14, 2021 Side Letter Agreement into the current Memoranda of Understanding with the Public Services Employee and Public Services Employee Supervisory Units of the Napa Association of Public Employees, SEIU Local 1021; declares its provisions effective as of June 26, 2021; and further approves the same base wage adjustment and lump sum payment provided in the June 14, 2021 Side Letter Agreement for management employees, including department heads and confidential employees, as of the same effective date.

**[REMAINDER OF THIS PAGE LEFT BLANK INTENTIONALLY]**

**THE FOREGOING RESOLUTION WAS DULY AND REGULARLY ADOPTED**  
 by the Napa County Board of Supervisors, State of California, at a regular meeting of the Board  
 held on the 13<sup>th</sup> day of July, 2021, by the following vote:

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

NAPA COUNTY, a political subdivision of  
 the State of California

By: \_\_\_\_\_  
 ALFREDO PEDROZA, Chair of the  
 Board of Supervisors

<p>APPROVED AS TO FORM          Office of County Counsel</p> <p>By: <i>Sherri S. Kaiser</i>          Chief Deputy</p> <p>Date: July 6, 2021</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          Clerk of the Board of          Supervisors</p> <p>By: _____</p>
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