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Title: Director of Human Resources requests adoption of a Resolution implementing a 3.25% cost of living adjustment for members of the Law Enforcement, Law Enforcement Supervisory, Public Service Employee, Public Service Employee Supervisory, Probation and Probation Supervisory bargaining units and Management and confidential employees, effective June 24, 2023, per the terms of the applicable Memorandums of Understanding.

Sponsors: Human Resources – Division of CEOs Office

Indexes:

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Attachments: 1. Resolution

Date	Ver.	Action By	Action	Result
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TO: Board of Supervisors

FROM: Christine Briceño, Director of Human Resources

REPORT BY: Kevin Lemieux, Staff Services Manager

SUBJECT: Director of Human Resources Requests Adoption of a Resolution Implementing a Cost-of-Living Adjustment for Multiple Bargaining Units

RECOMMENDATION

Director of Human Resources requests adoption of a Resolution implementing a 3.25% cost of living adjustment for members of the Law Enforcement, Law Enforcement Supervisory, Public Service Employee, Public Service Employee Supervisory, Probation and Probation Supervisory bargaining units and Management and confidential employees, effective June 24, 2023, per the terms of the applicable Memorandums of Understanding.

EXECUTIVE SUMMARY

The requested action authorizes the implementation of a previously approved salary adjustment between the County and the Deputy Sheriff Association’s (DSA) bargaining units, Napa Association of Public Employees Bargaining Units, (PSE) and the Napa County Probation Professionals Association (NCPA) Bargaining units, which includes a Cost-of-Living Adjustment (COLA) of 3.25%, effective the beginning of the first pay period of Fiscal Year 2023-2024. Consistent with the Management Compensation Plan, management employees and confidential employees will also receive a 3.25% COLA effective the first

pay period of Fiscal Year 2023-2024. Members of the DSA bargaining units who are Y-rated employees and members of NCPPA Bargaining Units who are Y-rated employees will not receive a 3.25% COLA.

FISCAL & STRATEGIC PLAN IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	The requested departmental budgets for Fiscal Year 2023-2024 include the salary adjustments for each employee.
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	The terms of current labor agreements and policies require the County to pay a Cost-of-Living Adjustment of 3.25%.
Is the general fund affected?	Yes
Future fiscal impact:	Funding for the appropriate costs for each employee is included in the departmental budget for Fiscal Year 2023-2024.
Consequences if not approved:	If the requested action is not approved, the County will not be in compliance with previously approved labor agreements with the employee organizations.
County Strategic Plan pillar addressed:	Effective and Open Government

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

The requested 3.25% COLA Adjustments are consistent with the Total Tentative Agreements previously approved by the Board of Supervisors for the DSA and DSA Supervisory Bargaining Units, PSE and PSE Supervisory Bargaining Units, NCPPA Probation and NCPPA Probation Supervisory Units. The Management Compensation Plan requires management and confidential employees to receive the same COLA as the PSE Bargaining Unit. Consistent with their governing MOUs, DSA Bargaining Units employees and NCPPA Bargaining Unit employees who are y-rated will not receive the 3.25% COLA. Therefore, the Director of Human Resources requests adoption of a Resolution implementing a 3.25% COLA for employees in the included bargaining units, effective June 24, 2023, per the terms of the applicable Memorandums of Understanding.