



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: Director of Human Resources Requests Adoption of a Resolution Implementing a Cost-of-Living Adjustment for Law Enforcement

RECOMMENDATION

Director of Human Resources requests adoption of a Resolution implementing a 4% Cost-of-Living Adjustment for the Deputy Sheriff Association (DSA) and DSA Supervisory Units, effective June 25, 2022, per the terms of the applicable Memorandum of Understanding.

EXECUTIVE SUMMARY

The requested action authorizes the implementation of a previously approved salary adjustment between the County and the Deputy Sheriffs' Association. The Total Tentative Agreement between the Law Enforcement and Law Enforcement Supervisory Units for the term October 8, 2019, through September 30, 2022, which was previously approved by the Board of Supervisors on October 8, 2019, which includes a Cost-of-Living Adjustment of 4% effective the beginning of the first pay period of Fiscal Year 2022-2023. Therefore, this item authorizes the implementation of this previously approved salary adjustment for Law Enforcement.

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 2022-2023 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 4%.
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 2022-2023.

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

On October 8, 2019, the Board of Supervisors approved the terms of the Total Tentative Agreement with the Deputy Sheriff's Association (DSA), which included a cost of living adjustment (COLA). The COLA is equal to the annual change in the BLS Consumer Price Index (CPI-U) for the San Francisco Bay Area for calendar year for calendar year 2021, but in no case shall exceed 4%. The annual change in the CPI-U totaled 4.2%. Today's resolution will implement a 4% COLA for the Law Enforcement and Law Enforcement Supervisory Units per our previously negotiated agreement.

Therefore, the Director of Human Resources requests adoption of a Resolution implementing a 4% COLA for the DSA and DSA Supervisory Units, per the terms of the negotiated Memoranda of Understanding.