

**RESOLUTION NO. 2026-**

**RESOLUTION OF THE NAPA COUNTY BOARD OF SUPERVISORS,  
STATE OF CALIFORNIA, APPROVING THE TOTAL TENTATIVE  
AGREEMENT WITH NAPA COUNTY PROBATION PROFESSIONALS'  
ASSOCIATION PROBATION/JUVENILE HALL UNIT AND  
SUPERVISORY UNIT INCLUDING SALARY INCREASES IN FISCAL  
YEARS 2026-2027, 2027-2028, AND 2028-2029**

**WHEREAS**, the Memoranda of Understanding (MOU) between Napa County (County) and Napa County Probation Professionals' Association (Union) Probation/Juvenile Hall Unit employees and NCPPA Supervisory Unit employees, expired on June 30, 2026; and

**WHEREAS**, negotiating teams for County and Union have been involved in the bargaining process to reach agreement on successor MOU; and

**WHEREAS**, the negotiating teams for County and Union reached a Total Tentative Agreement, which is attached hereto as Exhibit A; and

**WHEREAS**, Union membership ratified the terms of the Total Tentative Agreement; and

**WHEREAS**, Government Code section 25300 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 Total Tentative Agreement includes a 4.0% Cost of Living (COLA) salary increase for the NCPPA Probation/Juvenile Hall Unit employees and NCPPA Supervisory Unit employees effective the first full pay period after adoption of this Resolution; and

**WHEREAS**, the Total Tentative Agreement also includes a 3.5% COLA increase for the NCPPA Probation/Juvenile Hall Unit employees and NCPPA Supervisory Unit employees effective the first full pay period in July of 2027; and

**WHEREAS**, the Total Tentative Agreement also includes a 3.0% COLA increase for the NCPPA Probation/Juvenile Hall Unit employees and NCPPA Supervisory Unit employees effective the first full pay period in July of 2028; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Napa County Board of Supervisors hereby approves the Total Tentative Agreement for the NCPPA Probation/Juvenile Hall Unit employees and NCPPA Supervisory Unit Employees and directs staff to finalize the successor Memoranda of Understanding for this Board's review and approval.

**NOW THEREFORE, BE IT FURTHER RESOLVED**, that the Napa County Board of Supervisors hereby approves a 4.0% COLA salary increase for NCPPA Probation/Juvenile Hall Unit employees and NCPPA Supervisory Unit employees effective the first full pay period after the Board's approval of this Resolution.

**NOW THEREFORE, BE IT FURTHER RESOLVED** that the Napa County Board of Supervisors hereby approves a 3.5% COLA increase for NCPPA Probation/Juvenile Hall Unit employees and NCPPA Supervisory Unit employees effective the first full pay period in July of 2027.

**NOW THEREFORE, BE IT FURTHER RESOLVED** that the Napa County Board of Supervisors hereby approves a 3.0% COLA increase for NCPPA Probation/Juvenile Hall Unit employees and NCPPA Supervisory Unit employees effective the first full pay period in July of 2028.

**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 23<sup>rd</sup> day of June 2026 by the following vote:

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

NAPA COUNTY, a political subdivision of the State of California

By: \_\_\_\_\_  
 Amber Manfree, Chair of the Board of Supervisors

<p>APPROVED AS TO FORM Office of County Counsel</p> <p>By: <i>Susan B. Altman</i>, Deputy</p> <p>Date June 16, 2026</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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