

RESOLUTION NO. 2025-

**RESOLUTION OF THE NAPA COUNTY BOARD OF SUPERVISORS,
STATE OF CALIFORNIA, APPROVING THE TOTAL TENTATIVE
AGREEMENT INCLUDING SALARY INCREASES IN FISCAL YEARS
2025-2026, 2026-2027, AND 2027-2028**

WHEREAS, the Memoranda of Understanding (MOU) between Napa County (County) and Law Enforcement and Law Enforcement Supervisory Units, Deputy Sheriffs' Association (Union) expired on September 30, 2025; and

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

WHEREAS, the negotiating teams for County and Union reached a Total Tentative Agreement, 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 4.25% Cost of Living (COLA) salary increase effective October 25, 2025, for DSA Unit employees and DSA Supervisory Unit employees; and

WHEREAS, the Total Tentative Agreement also includes a 3.25% COLA increase, effective the first full pay period in October 2026, for DSA Unit employees and DSA Supervisory Unit employees, and

WHEREAS, the Total Tentative Agreement also includes a 3% COLA increase or 3.5% should Napa County not lead the market in base rate pay as of July 1, 2027, effective the first full pay period in October 2027, for DSA Unit employees and DSA Supervisory Unit employees

NOW, THEREFORE, BE IT RESOLVED, that the Napa County Board of Supervisors hereby approves the Total Tentative Agreement for the DSA Law Enforcement and Law Enforcement Supervisory Units 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 4.25% COLA salary increase, effective October 11, 2025, for DSA Unit employees and DSA Supervisory Unit employees.

NOW THEREFORE, BE IT FURTHER RESOLVED that the Napa County Board of Supervisors hereby approves a 3.25% COLA increase effective the first full pay period in October 2026, for DSA Unit employees and DSA Supervisory Unit employees.

NOW THEREFORE, BE IT FURTHER RESOLVED that the Napa County Board of Supervisors hereby approves a 3% COLA increase or 3.5% should Napa County not lead the market in base rate pay as of July 1, 2027, effective the first full pay period in October 2027, for DSA Unit employees and DSA Supervisory Unit employees.

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 21st day of October 2025, by the following vote:

AYES:	SUPERVISORS	_____
NOES:	SUPERVISORS	_____
ABSTAIN:	SUPERVISORS	_____
ABSENT:	SUPERVISORS	_____

NAPA COUNTY, a political subdivision of
the State of California

By: _____
ANNE COTTRELL, Chair of the
Board of Supervisors

APPROVED AS TO FORM Office of County Counsel By: <i>Susan B. Altman</i>, Deputy Date: October 6, 2025	APPROVED BY THE NAPA COUNTY BOARD OF SUPERVISORS Date: _____ Processed By: _____ Deputy Clerk of the Board	ATTEST: NEHA HOSKINS Clerk of the Board of Supervisors By: _____
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