



Agenda Date: 6/26/2007
Agenda Placement: 6GG

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Pamela Hansen for Gregersen, Mark - Director
Human Resources
REPORT BY: Pamela Hansen, Human Resources Analyst III, 253-4305
SUBJECT: Cost of Living Increase for Law Enforcement Employees

RECOMMENDATION

Human Resources Director requests adoption of a resolution approving a cost of living adjustment of 3.0% for Law Enforcement and Law Enforcement Supervisory unit employees effective June 30, 2007.

EXECUTIVE SUMMARY

On October 25, 2005, the Board approved successor Memoranda of Understanding with the Law Enforcement and Law Enforcement Supervisory units containing provisions for cost of living adjustments.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Sheriff District Attorney
Is it Mandatory or Discretionary?	Mandatory
Is the general fund affected?	Yes
Future fiscal impact:	The negotiated cost of living adjustment for FY 07-08 is 3.0% and will be included in the recommended budget. The annual cost of this COLA is estimated to be \$280,918.
Consequences if not approved:	The County would be in violation of the successor Memoranda of Understanding that was approved by the Board of Supervisors on October 25, 2005.

Additional Information:

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 25, 2005, the Board of Supervisors approved successor Memoranda of Understanding with the Law Enforcement and Law Enforcement Supervisory units containing provisions for cost of living adjustments. The successor Memoranda was for a three (3) year term from October 9, 2004 through October 5, 2007, and includes provisions for implementing a 3.0% cost of living adjustment for each year.

The resolution before you today approves amending the Table and Index to include the cost of living increase for all Law Enforcement and Law Enforcement Supervisory unit employees effective June 30, 2007.

SUPPORTING DOCUMENTS

A . Resolution

CEO Recommendation: Approve

Reviewed By: Karen Gratton