NAPA COUNTY BOARD OF SUPERVISORS
Board Agenda Letter

TO: Board of Supervisors
FROM: Olivia Soria for Karen Taylor - Director
       Human Resources
REPORT BY: Olivia Soria, Benefits Administrator - 253-4945
SUBJECT: Resolution for Approval of Fiscal Year 2019-2020 Cost of Living Adjustment for Law Enforcement

RECOMMENDATION
Director of Human Resources requests the adoption of a resolution approving Cost of Living Adjustments based on the Consumer Price Index pursuant to the Memoranda of Understanding for the Deputy Sheriffs' Association (DSA) Law Enforcement Unit and Law Enforcement Supervisory Unit effective June 29, 2019.

EXECUTIVE SUMMARY
The Memoranda of Understanding between the County and the Law Enforcement and Law Enforcement Supervisory Units for the term October 1, 2016 through September 30, 2019, which were approved by the Board of Supervisors on October 18, 2016, include a Cost of Living Adjustment (COLA) during the first pay period of Fiscal Year 2019-2020 to be between 2.5% and 4% based upon the annual change in the Bureau of Labor Statistics (BLS) Consumer Price Index (CPI-U) for the San Francisco Bay Area for calendar year 2018, which amounts to 4%. Therefore, Law Enforcement will receive a COLA of 4%, and this item authorizes the implementation of this previously approved salary adjustment.

FISCAL IMPACT
Is there a Fiscal Impact? Yes
Is it currently budgeted? Yes
Where is it budgeted? The requested departmental budgets for Fiscal Year 2019-2020 include the salary adjustments and the appropriate retirement costs for each employee.
Is it Mandatory or Discretionary? Discretionary
Discretionary Justification: The COLA adjustment for the Law Enforcement and Law Enforcement Supervisory Units were part of the negotiations for the successor Memoranda of Understanding in 2016.

Is the general fund affected? Yes

Future fiscal impact: The negotiated salary adjustments for the DSA units for Fiscal Year 2019-2020 is 4% in the first pay period of Fiscal Year 2019-2020. This negotiated increase is being approved through this Board item. The requested departmental budgets for Fiscal Year 2019-2020 will include the funding for these salary adjustments.

Consequences if not approved: If this action is not approved, the County will not be in compliance with a previously approved agreement with the employee organizations.

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 18, 2016, the Board of Supervisors approved labor agreements between the County and the Law Enforcement and Law Enforcement Supervisory Units for the term October 1, 2016 through September 30, 2019. The agreements call for a COLA during the first pay period of Fiscal Year 2019-2020 to be between 2.5% and 4% equal to the annual change in the Bureau of Labor Statistics (BLS) Consumer Price Index (CPI-U) for the San Francisco Bay Area for calendar year 2018, which amounts to 4%. Today's resolution will implement a 4% COLA for the Law Enforcement and Law Enforcement Supervisory Units with an effective date of June 29, 2019.

SUPPORTING DOCUMENTS

A. Resolution

CEO Recommendation: Approve
Reviewed By: Helene Franchi