



Agenda Date: 7/12/2005  
Agenda Placement: 6U

## NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

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

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### **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 units effective July 2, 2005.

### **EXECUTIVE SUMMARY**

In 2004, the Board approved Total Tentative Agreements with all of its bargaining units. The Total Tentative Agreement reached with Law Enforcement and Law Enforcement Supervisory units calls for a 3.0% cost of living increase effective in July.

### **FISCAL IMPACT**

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Funding was included in the 2005/2006 Recommended Budget.
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	This action was part of the overall negotiations with the Deputy Sheriff's Association.
Is the general fund affected?	Yes
Future fiscal impact:	The negotiated cost of living adjustment for FY 06-07 is 3.0% and will be included in the recommended budget.
Consequences if not approved:	We would be in violation of the Total Tentative Agreement that was adopted by the Board of Supervisors.

Additional Information:                      None

### **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**

The Board of Supervisors approved a Total Tentative Agreement in October 2004 with Law Enforcement and Law Enforcement Supervisory units. This agreement is for a three (3) year term. The Board approved a cost of living adjustment of 3.0% for each year of the Agreement.

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 July 2, 2005.

### **SUPPORTING DOCUMENTS**

A . Resolution

CEO Recommendation: Approve

Reviewed By: Helene Franchi