



Agenda Date: 7/12/2005
Agenda Placement: 9C

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

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 Unrepresented

RECOMMENDATION

Human Resources Director requests adoption of a resolution approving a cost of living adjustment (COLA) for unrepresented non-classified, management and confidential employees in an amount equal to the COLA received by County PSE and PSE Supervisory employees generally to be effective July 2, 2005.

EXECUTIVE SUMMARY

Today's action will approve a cost of living increase effective in July, 2005.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Funding was included in 2005/2006 Recommended Budget.
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	This action follows past County practice of approving comparable cost of living adjustments for unrepresented employees as that received by PSE and PSE Supervisory employees.
Is the general fund affected?	Yes
Future fiscal impact:	Future adjustments will be approved by the Board.
Consequences if not approved:	The cost of living adjustment provided to PSE and PSE Supervisory employees would not be in parity.

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 cost of living adjustment for unrepresented non-classified, management, and confidential employees is typically set on an annual basis and is generally comparable to that provided to all County PSE and PSE Supervisory employees.

The resolution amending the Table and Index to include the cost of living increase for these employees will be provided at the meeting.

SUPPORTING DOCUMENTS

None

CEO Recommendation: Approve
Reviewed By: Andrew Carey