

# ATTACHMENT 1

## RESOLUTION R2025-\_\_

### RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NAPA, STATE OF CALIFORNIA, APPROVING REVISIONS TO COMPENSATION AND BENEFITS FOR CITY EXECUTIVE STAFF

WHEREAS, the City Council has previously approved the compensation in the form of salaries and benefits, paid to City Executive Staff, pursuant to Resolution R2003-48 (February 13, 2003), and the City Executive Staff compensation has been amended over the years pursuant to Resolutions R2005-89 (July 19, 2005), R2007-39 (March 6, 2007), R2007-118 (July 17, 2007), R2007-162 (October 16, 2007), R2008-145 (August 5, 2008), R2009-43 (April 7, 2009), R2010-85 (June 15, 2010), R2011 20 (February 1, 2011), R2011-88 (June 21, 2011), R2012-36 (April 17, 2012), R2013-27 (May 7, 2013), R2013-115 (December 17, 2013), R2014-34 (April 1, 2014); R 2014-189 (December 2, 2014), R2016-2 (January 19, 2016), R2016-3 (January 19, 2016), R2016-84 (June 21, 2016) R2017-177 (December 19, 2017), R2018-037 (April 3, 2018), R2020-009 (January 21, 2020); and R2022-114 (December 20, 2022); R2024-137 (December 17, 2024) and

WHEREAS, pursuant to the above referenced resolutions, the salary in effect for each member of the City Executive Staff, as of March 18, 2025, is as identified in Exhibit "B" attached hereto and incorporated herein by reference; and

WHEREAS, the City Council intends to revise the terms of employment benefits for City Executive Staff as documented in Exhibit "A," attached hereto and incorporated herein by reference, in order to incorporate the following revisions to the terms of employment benefits previously approved pursuant to R2024-137; and

WHEREAS, the City Council has considered all information related to this matter, as presented at the public meetings of the City Council identified herein, including any supporting reports by City staff, and any information provided during public meetings.

WHEREAS, at its regular meeting on March 18, 2025, prior to taking final action to approve this resolution, the City Council received an oral report summarizing the recommended salaries and compensation to be paid to the City Executive Staff, in accordance with Government Code Section 54953(c)(3);

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Napa, as follows:

1. The City Council hereby finds that the facts set forth in the recitals to this resolution are true and correct, and establish the factual basis for the City Council's adoption of this resolution.
2. "City Executive Staff" (as used in this Resolution, and all resolutions identified in the recitals of this Resolution), hereby removes the position of Police Chief and

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shall include each of the following positions: City Manager, Assistant City Manager, Deputy City Manager, City Attorney, City Clerk, Community Development Director, Finance Director, Human Resources Director, Public Works Director, Parks & Recreation Services Director, Utilities Director, and Fire Chief.

- 3. The City Council hereby approves the revisions to the "City of Napa Executive Compensation and Terms of Employment Summary," effective March 18, 2025, as set forth on Exhibit "A," attached hereto and incorporated herein by reference.
- 4. This Resolution shall take effect immediately upon its adoption.

I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the City Council of the City of Napa at a public meeting of said City Council held on the 18<sup>th</sup> day of March 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST: \_\_\_\_\_  
Tiffany Carranza  
City Clerk

Approved as to form:

\_\_\_\_\_  
Christopher Diaz  
Interim City Attorney