



Staff Reports Details (With Text)

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**On agenda:** 7/16/2024      **Final action:**

**Title:** Tentative Agreement between the City of Napa and the Napa Police Officers’ Association (“NPOA”)

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. ATCH 1 – Total Tentative Agreement Package between City and NPOA

| Date | Ver. | Action By | Action | Result |
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| 7/16/2024 | 1 | CITY COUNCIL OF THE CITY OF NAPA |  |  |
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To: Honorable Mayor and Members of City Council

From: Heather Ruiz, Human Resources Director

Prepared By: Caitlin Saldanha, Management Analyst II

**TITLE:**  
Tentative Agreement between the City of Napa and the Napa Police Officers’ Association (“NPOA”)

**RECOMMENDED ACTION:**  
Approve and adopt the Tentative Agreement between the City of Napa (“City”) and the Napa Police Officers’ Association (“NPOA”) for the term of September 1, 2024 through December 31, 2026; and authorize the City Manager to finalize and execute a successor Memorandum of Understanding (MOU) to implement the Tentative Agreement.

**DISCUSSION:**  
The MOU between the City and NPOA defines the compensation and benefits paid by the City to NPOA member employees in the classifications of Police Officer and Police Sergeant. The term of the current NPOA MOU ends August 31, 2024.

In March of 2024, the City and NPOA began negotiations on a new MOU. On June 13, 2024, representatives of each party reached a Total Tentative Agreement on a package for a 28-month agreement, which is attached as Attachment 1.

On July 8, 2024, NPOA notified the City via email that their membership ratified the agreement.

The major terms of the agreement are as follows:

- 28-Month Term, September 1, 2024 through December 31, 2026
- Salary increase of 4%, effective the pay period beginning August 31, 2024

- Salary increase of 2%, effective the pay period containing September 1, 2025
- Salary increase of 2%, effective the pay period containing March 1, 2026
- Reduced cost share amount for PEPRA employees:
  - PEPRA cost share reduced to 1.75%, effective September 1, 2024
  - PEPRA cost share reduced to 0%, effective September 1, 2025
- Plus other language changes to reflect current practice and otherwise provide additional clarity in the contract

**FINANCIAL IMPACTS:**

The estimated cost for the implementation of this 28-month agreement is approximately \$1,2 million (\$1,200,000). The estimated cost for all funds is approximately \$660,000 for FY 2024-25. The Adopted FY 2024-25 Budget included a COLA of 3% for all groups. This TA would incur an additional, unbudgeted cost of approximately \$170,000 to the General Fund. A more detailed costing will be done at the employee level to calculate the needed budget increase. A Budget Amendment will be presented to the City Council at a future meeting after execution of the MOU, along with the adoption of updated salary schedules. Costs associated with changes to the terms of the MOU will be budgeted accordingly in future fiscal years.

**CEQA:**

The Human Resources Director has determined that the Recommended Action described in this Agenda Report is not subject to CEQA, pursuant to CEQA Guidelines Section 15060 (c).

**DOCUMENTS ATTACHED:**

ATCH 1 - Total Tentative Agreement Package between City and NPOA

**NOTIFICATION:**

None.