

ATTACHMENT 1

RESOLUTION R2025-__

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NAPA, STATE OF CALIFORNIA, APPROVING REVISIONS TO THE COMPENSATION FOR THE CITY ATTORNEY; AND APPROVING REVISIONS TO THE COMPENSATION AND BENEFITS FOR THE POLICE CHIEF

WHEREAS, the City Council has previously approved the compensation in the form of salaries and benefits, paid to City Executive Staff which includes the City Attorney, 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), R2014-189 (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); R2025-027 (March 18, 2025); and

WHEREAS, the City Council has previously approved the compensation in the form of salaries and benefits, paid to the Police Chief, pursuant to Resolution R2025-028 (March 18, 2025); and

WHEREAS, staff in the Human Resources Department conducted a salary survey based on external comparators for City Attorney, and the Human Resources Director recommends an increase for the City Attorney based on the salary survey conducted; and

WHEREAS, upon City Council's adoption of this resolution which incorporates the recommended salary increase, the salary in effect for the City Attorney, as of October 25, 2025, is as identified in Exhibit "C" attached hereto and incorporated herein by reference; and

WHEREAS, other than the adjustment to the City Attorney's base salary as authorized by this resolution, the City Attorney will continue to receive the compensation and terms of employment as a member of the Executive Staff, as summarized in the first recital of this resolution; and

WHEREAS, the City Council intends to revise the terms of employment benefits for Police Chief as documented in Exhibit "A" (redlined version) and Exhibit "B" (clean version), attached hereto and incorporated herein by reference, in order to incorporate the following revisions to the terms of employment benefits previously approved pursuant to R2025-028; and

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WHEREAS, staff in the Human Resources Department conducted analysis of the Police Chief salary in light of the negotiated agreement with the Police Management Unit (PMU), and the Human Resources Director recommends a 6% increase for the Police Chief based on the internal compaction identified; and

WHEREAS, upon City Council's adoption of this resolution which incorporates the recommended 6% salary increase, the salary in effect for the Police Chief, as of the pay period beginning October 25, 2025, is as identified in Exhibit "C" attached hereto and incorporated herein by reference; and

WHEREAS, upon City Council's adoption of this resolution, effective January 1, 2026, the cost share amounts for Police Chief will be reduced as follows: Classic Tier 1 cost share reduced to 5%, Classic Tier 2 cost share reduced to 3.5%, and PEPR Tier 3 cost share reduced to 2%; and

WHEREAS, upon City Council's adoption of this resolution, effective January 1, 2027, the cost share amounts for Police Chief will be reduced as follows: Classic Tier 1 cost share reduced to 4.5%, Classic Tier 2 cost share reduced to 3%, and PEPR Tier 3 cost share reduced to 1%; and

WHEREAS, upon City Council's adoption of this resolution, effective January 1, 2028, the cost share amounts for Police Chief will be reduced as follows: Classic Tier 1 cost share reduced to 3.5%, Classic Tier 2 cost share reduced to 2%, and PEPR Tier 3 cost share reduced to 0%; and

WHEREAS, additional revisions for the Police Chief's compensation and benefits include adding the option to have a take-home vehicle instead of receiving an Auto Allowance and adding Holiday Pay in lieu of time off for City recognized holidays; and

WHEREAS, at its regular meeting on October 21, 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 Attorney and Police Chief, in accordance with Government Code Section 54953(c)(3); 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.

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.

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2. The City Council hereby approves an increase in base salary for the City Attorney effective with the pay period beginning October 25, 2025. After the effective date of the increase, the base salary for the City Attorney will be as set forth in the City Executive Staff salary table attached hereto as “Exhibit C” and incorporated herein by reference.
3. The City Council hereby approves a 6% increase in base salary for the Police Chief effective with the pay period beginning October 25, 2025. After the effective date of the 6% increase, the base salary for the Police Chief will be as set forth in the City Executive Staff salary table attached hereto as “Exhibit C” and incorporated herein by reference.
4. The City Council hereby approves a reduction in cost share amounts for Police Chief as follows: effective January 1, 2026, Classic Tier 1 cost share reduced to 5%, Classic Tier 2 cost share reduced to 3.5%, and PEPR Tier 3 cost share reduced to 2%; effective January 1, 2027, Classic Tier 1 cost share reduced to 4.5%, Classic Tier 2 cost share reduced to 3%, and PEPR Tier 3 cost share reduced to 1%; and effective January 1, 2028, Classic Tier 1 cost share reduced to 3.5%, Classic Tier 2 cost share reduced to 2%, and PEPR Tier 3 cost share reduced to 0%.
5. The City Council hereby approves the additional revisions to the “City of Napa Police Chief Compensation and Terms of Employment Summary,” effective October 21, 2025, as set forth on Exhibit “A” and Exhibit “B” attached hereto and incorporated herein by reference.
6. 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 21st day of October 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST: _____

Tiffany Carranza
City Clerk

Approved as to form:

Christopher Diaz

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Interim City Attorney