



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Human Resources
Department No.: 064
For Agenda Of: July 30, 2024
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Kristine Schmidt, Human Resources Director
Director 568-2817
Contact Info: Carlos Silvas, Employee Relations Division Chief
884-6805
SUBJECT: Successor Memorandum of Understanding, Deputy District Attorneys
Association (August 5, 2024 to July 4, 2027)

County Counsel Concurrence

As to form: Yes

Other Concurrence:

As to form: N/A

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- A. Approve a Memorandum of Understanding with the Deputy District Attorneys Association for terms and conditions of employment from August 5, 2024, through July 4, 2027, as set forth in Attachment A;
- B. Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.

Summary Text:

The County and Deputy District Attorneys Association (DDAA) have reached a tentative agreement for a successor Memorandum of Understanding (MOU), and the agreement has been ratified by the DDAA members.

Background:

The DDAA currently represents approximately 54 employees who work in the District Attorney’s Office. The most recent Memorandum of Understanding (MOU) between the County and the Deputy District Attorneys Association (DDAA) expired on June 23, 2024. The parties have met and conferred in good faith and have reached potential agreement for an MOU that would govern terms and conditions of employment for this group beginning August 5, 2024, through the last day of Pay Period 2027-14 (July 4, 2027), as set forth in Attachment A.

The recommended actions approve the proposed MOU covering three fiscal years. The MOU provides unit-wide wage increases, contributions for dependent medical insurance, and equity adjustments for the classifications of Deputy District Attorney I, Deputy District Attorney II, and Deputy District Attorney III. The equity adjustments will total 2% over the term of the contract which includes 1% for the balance of the current fiscal year, and .50% in each of the following two fiscal years. Unit-wide wages are increased by 4.5% for the balance of the current fiscal year, and 3% and 2.8% in the following two fiscal years. The MOU also contains language clarifications in several sections.

Historically, the County has contributed an amount equal to the employee only medical premium, based on the EPO-Low medical insurance plan, currently \$1,015.88 per month (\$507.94 twice-monthly). This premium is expected to increase each year of the contract based on negotiations with our health benefit providers. The MOU provides that the County will also contribute a flat dollar amount of \$250 per month (\$125 twice-monthly) for employee plus one dependent and \$880 per month (\$440 twice-monthly) for employee plus two or more dependents in plan year 2025. Those amounts will be increased to \$276 per month (\$138 twice-monthly) for one dependent and \$1,106 per month (\$553 twice-monthly) for two or more dependents in plan year 2026, and \$308 per month (\$154 twice-monthly) for one dependent and \$1,240 per month (\$620 twice-monthly) for two or more dependents in plan year 2027.

Employees in the classification of Deputy District Attorney IV and Deputy District Attorney Senior who and have served 5 or more years as a prosecutor in the District Attorney’s Office shall receive a one-time lump sum recognition payment of \$500 in the pay period following Board approval of this MOU.

Other new provisions of the proposed MOU include use of 40-hours of leave under the existing Administrative Leave provision on a non-discretionary basis, a “me too” clause applied to negotiations with other represented attorney groups, negotiation reopeners to discuss any necessary changes related to Civil Service Rule updates and/or Workday ERP implementation, and other minor adjustments and language clarifications.

Fiscal and Facilities Impacts:

Budgeted: Partially*

Fiscal Analysis:

The estimated cost of this agreement is \$633,389 in Fiscal Year 2024-25, \$1,077,753 in Fiscal Year 2025-26, and \$1,494,524 in Fiscal Year 2026-27 and ongoing thereafter. These are entirely General Fund costs. The FY 2024-25 Adopted Budget included a 3% cost of living adjustment for employee compensation increases. If approved, staff will work with the County Executive Office to monitor departmental budgets and will return to the Board with adjustment requests during the fiscal year, if necessary.

Attachments:

Attachment A: DDAA MOU

Attachment B: DDAA MOU – Changes Tracked

Authored by: Carlos Silvas

cc: Mona Miyasato, County Executive Officer
Rachel Van Mullem, County Counsel
John Savrnock, District Attorney
Betsy Schaffer, Auditor Controller