

**SIDE LETTER AGREEMENT
BETWEEN
CONTRA COSTA COUNTY AND
THE CONTRA COSTA COUNTY DEFENDERS' ASSOCIATION**

This Side Letter is by and between the Contra Costa County Defenders' Association ("Association") and Contra Costa County ("County") and is effective on the first of the month following approval of the Board of Supervisors.

This side letter amends the Memorandum of Understanding between the County and the Association (July 1, 2022- June 30, 2026) to reflect changes made to the classification series and updates to those Sections applicable to those classifications as follows:

SECTION 5.15 – Parallel Deputy Public Defender Compensation Adjustments

A. Except as provided in subsection 5.1, General Wages, of this Section, the Parties agree that the base salary rates and ranges for the corresponding level(s) of the Public Defender classification series shall be subject to the same generally applicable base salary rate increases and decreases as are applied to the corresponding level(s) of the Deputy District Attorney classification series at the same time such increases or decreases are applied to that level. For example, if the Deputy District Attorney classification series is granted a two percent increase, the Deputy Public Defender classification series will receive a two percent increase. For purposes of this subsection, corresponding levels are:

- Deputy Public Defender Fixed-Term corresponds to Deputy District Attorney Fixed-Term;
- Deputy Public Defender I, II ~~and III, and IV correspond to Deputy District Attorney I, II, III, and IV, respectively.~~ ~~corresponds to Deputy District Attorney Basic; and~~
- ~~Deputy Public Defender IV corresponds to Deputy District Attorney Advanced.~~

SECTION 17 – PROBATIONARY PERIOD

17.1 **Duration.** All appointments from officially promulgated employment lists for original entrance and promotion shall be subject to a probationary period. The probationary period shall be nine (9) months for original entrance appointments and six (6) months for promotional appointments, except that the probationary period for all Deputy Public Defenders classes shall be twelve (12) six (6) months for original entrance and six (6) months for promotional appointments. ~~Notwithstanding the other provisions of this section, the probation period for all appointments to the Deputy Public Defender Fixed-Term classification will be twelve (12) months.~~

The terms of this Side Letter will be incorporated into the next MOU between the County and the Association. Except as specifically amended or excluded by this Side Letter, all other terms and conditions of the MOU between the County and the Association (July 1, 2022- June 30, 2026) remain unchanged by this Side Letter.

Date: 8/2/2023

Contra Costa County:
(Signature / Printed Name)

 / David Sanford


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CCC Defenders' Association:
(Signature / Printed Name)

 / Zoe Palitz

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