



**Contra  
Costa  
County**

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: December 8, 2015

Subject: Confirming Memorandum of Understanding with the Deputy District Attorneys' Association (correcting attachment)

**RECOMMENDATION(S):**

ADOPT Resolution No. 2015/452 correcting and replacing the attachment presented to the Board on October 20, 2015, in regards to the Memorandum of Understanding (MOU) between Contra Costa County and the Deputy District Attorneys' Association (DDAA) for the period of July 1, 2015 through June 30, 2018.

**FISCAL IMPACT:**

None.

**BACKGROUND:**

The DDAA began bargaining with Contra Costa County on or about May 14, 2015; a Tentative Agreement (TA) was reached between the County and the DDAA on October 8, 2015; and the resulting Memorandum of Understanding was adopted by the Board of Supervisors on October 20, 2015. The unexecuted copy of the MOU attached to the Board action on October 20 contained the original TA language agreed to by the union, which was revised at the close of bargaining. The executed, attached, MOU is now complete and correct.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **12/08/2015** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

AYE: John Gioia, District I Supervisor  
Candace Andersen, District II  
Supervisor  
Mary N. Piepho, District III Supervisor  
Karen Mitchoff, District IV Supervisor  
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: December 8, 2015

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Lisa Driscoll, County Finance  
Director (925) 335-1023

By: June McHuen, Deputy

## BACKGROUND: (CONT'D)

In summary, the changes are:

- Health, Life and Dental Care – Section 13

- Inclusion of High Deductible Health Provider and Plan selected by the County.
- Limit access to CCHP Plan B, Kaiser Permanente Plan A, Health Net HMO Plan A, and Health Net PPO to employees hired before January 1, 2016. These plans are to be eliminated for all employees beginning January 1, 2018.
- The County will make available to employees represented by the Association any new medical or dental plans selected by the County to replace current plans not renewed. Notice will be provided regarding the effective date of any new medical or dental plans.
- The County will adjust its monthly premium subsidies to cover all increases for the 2016 plan year.
- Beginning January 1, 2017, any future increases in monthly premiums or plan premium penalties imposed by the medical plan, are to be shared evenly by the County and the Association.
- Provide employees eligible to receive an offer of coverage from the County under the Affordable Care Act, with access to County medical plans at the full premium amount.

## ATTACHMENTS

Resolution No. 2015/452

DDAA MOU 7-1-15 thru 6-30-18