



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: August 2, 2016

Subject: Memoranda of Understanding with District Attorney Investigators' Association

RECOMMENDATION(S):

ADOPT Resolution No. 2016/477 approving the Memorandum of Understanding between Contra Costa County and District Attorney Investigators' Association, implementing negotiated wage agreements and other terms and conditions of employment beginning July 1, 2016 through June 30, 2019.

FISCAL IMPACT:

The terms and conditions set forth in this action have an estimated FY 2016/17 cost of \$228,000; FY 2017/18 cost of \$433,000; and FY 2018/19 cost of \$639,000.

BACKGROUND:

The District Attorney Investigators' Association (DAIA) reached a Tentative Agreement with the County on July 19, 2016 and ratified the agreement on the same day. The resulting Memorandum of Understanding, which is attached, includes modifications to wages and benefits. In summary, those changes are:

Duration of Agreement - Section 42.4

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **08/02/2016** ☒ 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: August 2, 2016

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

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

By: June McHuen, Deputy

- The term of the agreements is from July 1, 2016 through June 30, 2019.

BACKGROUND: (CONT'D)

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General Wages - Section 5.1

- Effective August 1, 2016, the base rate of pay will be increased by five percent (5.0%).
- Permanent full-time employees, employed by the County in a classification represented by the DAIA on August 1, 2016, will be paid a lump sum payment of four hundred and thirty-five dollars (\$435).
- Effective July 1, 2017, the base rate of pay will be increased by four and one-half percent (4.5%).
- Effective July 1, 2018, the base rate of pay will be increased by four and one-half percent (4.5%).

Definitions

- Removes definition of Temporary Employment.

Association Representatives – Section 4.2

- Increases the number of Union representatives permitted to attend meetings regarding matters within the scope of representation, from two (2) to three (3).

Overtime – Section 7.1

- Deletes language that applies to temporary employees.

Health, Life & Dental Care – Section 16

- Section retitled “Medical Dental, and Life Insurance.
- Deletes provisions regarding prior health plan contribution and County premium subsidy.
- Deletes information regarding County’s prior dental plan premium subsidy
- Updates provision regarding family members’ eligibility for listed dental plan subsidies.
- Deletes provision regarding vision care.
- Adds language regarding health benefit coverage for employees not otherwise covered.

County Dental Plan Premium Subsidy on and after January 1, 2014 – Section 16.5 Life Insurance Contributions – Section 16.9

- Removes references to provisional employment.

Grievance Procedure – Section 22.1

- Removes references to “Human Resources Director” and replaces with “Employee Relations Officer or his/her designee.”

Provisional Appointment – Section 27

- Deletes section regarding provisional appointments.

Permanent-Intermittent Employee Benefits – Section 35

- Removes reference to CalPERS health plan regulations.

Provisional Employee Benefits – Section 36

- Deletes section regarding provisional employee benefits.

CONSEQUENCE OF NEGATIVE ACTION:

The County and DAIA will not have an agreement on a successor MOU.

ATTACHMENTS

Resolution No. 2016/477

DAIA MOU 7/1/16 - 6/30/19