



Contra Costa County

To: Board of Supervisors
From: David Twa, County Administrator
Date: May 7, 2019

Subject: Memoranda of Understanding with District Attorney Investigators' Association

RECOMMENDATION(S):

ADOPT Resolution No. 2019/154 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, 2019 through June 30, 2023.

FISCAL IMPACT:

The terms and conditions set forth in this action have an estimated FY 2019/20 cost of \$240,000; FY 2020/21 cost of \$441,000; FY 2021/22 cost of \$598,848 and FY 2022/23 cost of \$814,802.

BACKGROUND:

The District Attorney Investigators' Association (DAIA) reached a Tentative Agreement with the County on April 9, 2019 and ratified the agreement on April 17, 2019. The resulting Memorandum of Understanding, which is attached, includes modifications to wages and benefits. In summary, those changes are:

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **05/07/2019** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, 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: May 7, 2019

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

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

By: Jami Napier, Deputy

- Duration of Agreement - Section 40.4
 - The term of the agreement is from July 1, 2019 through June 30, 2023.

BACKGROUND: (CONT'D)

- General Wages – Section 5.1
 - Effective July 1, 2019, the base rate of pay will be increased by five percent (5%).
 - Effective July 1, 2020, the base rate of pay will be increased by four percent (4%).
 - Effective July 1, 2021, the base rate of pay will be increased by three percent (3%).
 - Effective July 1, 2022, the base rate of pay will be increased by four percent (4%).
- Longevity Differential – Section 5.1.F
 - Effective July 1, 2019, permanent, full-time employees at ten (10) years of County service shall receive a two and one-half percent (2.5%) longevity pay differential. An additional two and one-half percent (2.5%) longevity pay differential shall be received at fifteen (15) years of County service. A total of seven percent (7%) longevity pay differential shall be received at twenty (20) years of service.
- Association Security – Section 2
 - Updates language to reflect the Janus decision and SB 866.
- Sick Leave – Section 13
 - Clarifies usage of accruals when used in conjunction with Pregnancy Disability Leave.
 - Allows employees to utilize sick leave for child bonding under FLMLA and CFRA.
- Leave of Absence – Section 13
 - Updates reference to “Family and Medical Leave Act/California Family Rights Act” throughout entire section when applicable.
 - Updates provisions to make consistent with state and federal law.
- Medical, Dental, and Life Insurance – Section 16
 - Incorporates terms of October 3, 2016 Side Letter Agreement between the County and the Association regarding access to the County’s voluntary vision plan.
- Professional Reimbursement- Section 35
 - Effective January 1, 2020, increases the maximum amount of professional development to six hundred dollars (\$600) per calendar year.
 - Allows up to eight hundred dollars (\$800) in unused professional development accrual to be carried forward to the next calendar year.
- Attachment A – Class and Salary Listing
 - Eliminates DA Senior Inspector-Welfare Fraud (6KVD) and DA Inspector-Welfare Fraud (6KWF) classifications from MOU.

CONSEQUENCE OF NEGATIVE ACTION:

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

ATTACHMENTS

Resolution 2019/154

DAIA MOU July 1, 2019 - June 30, 2023