



Contra
Costa
County

To: Board of Supervisors
From: Monica Nino, County Administrator
Date: June 22, 2021

Subject: ADOPT Side Letter to amend MOU with the Deputy District Attorneys' Association Section 21, Deferred Compensation

RECOMMENDATION(S):

ADOPT Resolution No. 2021/197 approving the Side Letter between Contra Costa County and the Deputy District Attorney's Association, adding subsection 21.F "Additional Contribution to Deferred Compensation Plan" to the current Memorandum of Understanding (July 1, 2018 – June 30, 2022).

FISCAL IMPACT:

Pursuant to Memorandum of Understanding (MOU) Section 33 - Non-Healthcare/Non-General Wage Re-Opener, the total annual cost is approximately \$37,000. The cost will be absorbed by the Department.

BACKGROUND:

This side letter amends the Memorandum of Understanding between the County and the Association (July 1, 2018 - June 30, 2022) under Section 21 – Deferred Compensation Incentive to include an additional sub-section (21.F) providing for a County contribution towards active employees' deferred compensation accounts pursuant to the funds referenced in Section 33 – Non-Healthcare/Non-General Wage Re-Opener.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **06/22/2021** ☐ 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: June 22, 2021

, County Administrator and Clerk of the Board of Supervisors

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

By: , Deputy

BACKGROUND: (CONT'D)

Pursuant to this side letter, the County shall provide a monthly deferred compensation contribution to eligible employees in the Deputy District Attorneys' Association who are enrolled in the County's deferred compensation program. Only permanent full-time or permanent part-time employees in a position designated at a minimum of twenty (20) hours per week who have been employed by the County for at least ninety (90) calendar days, will be eligible for the contribution. An employee will be considered enrolled in the County's deferred compensation program as long as they maintain a balance in such an account. Any newly hired employee who satisfies these requirements will also be eligible to receive this contribution on a go-forward monthly basis provided they open a deferred compensation account during the applicable year.

For the 2021 contribution only, the pro-rata amount for each employee will be determined by dividing \$37,000 by the number of eligible employees enrolled in the County's deferred compensation program on July 10, 2021. Starting with the August 10, 2021 pay date and for the remainder of the 2021 calendar year, the pro rata amount per employee will be apportioned into a fixed monthly amount contributed on a monthly basis. Payroll taxes will be paid as necessary. The terms of this Side Letter are effective June 22, 2021 and will be incorporated into the next MOU between the County and the Association. The Parties agree that this Side Letter resolves all re-opener negotiations related to Section 33 – Non-Healthcare/Non-General Wage Re-opener for the Association. Except as specifically amended or excluded by this Side Letter, all other terms and conditions of the MOU between Contra Costa County and Deputy District Attorneys' Association (July 1, 2018 -June 30, 2022) remain unchanged by this Side Letter.

CONSEQUENCE OF NEGATIVE ACTION:

Section 33 of the MOU will remain open.

CLERK'S ADDENDUM

ADOPTED Resolution No. 2021/197 approving the Side Letter between Contra Costa County and the Deputy District Attorney's Association, adding subsection 21.F "Additional Contribution to Deferred Compensation Plan" to the current Memorandum of Understanding (July 1, 2018 – June 30, 2022) as amended to change the effective date from July 1 2021 to July 10 2021

ATTACHMENTS

Resolution 2021/197

DDAA Side Letter 6-21-2021