



BOARD OF COMMISSIONERS

AGENDA REQUEST & STAFF REPORT

MEETING DATE: June 28, 2023

SUBJECT: Deschutes County District Attorneys' Association Collective Bargaining Agreement

RECOMMENDED MOTIONS:

1. Move approval of Board signature of the Collective Bargaining Agreement between Deschutes County and the Deschutes County District Attorneys' Association effective July 1, 2023 through June 30, 2026.
2. Move approval of County Administrator signature of the Memorandum of Understanding for the DCDAA Tier Implementation.
3. Move approval of County Administrator signature of the Memorandum of Understanding for the DCDAA Retention Bonus Incentive Program.

BACKGROUND AND POLICY IMPLICATIONS:

Over the course of the last few months, County staff from Administration, Legal, Human Resources, Finance, and the District Attorney's Office met with the Deschutes County District Attorneys' Association to negotiate a successor agreement. The current collective bargaining agreement expires June 30, 2023. Staff is recommending Board approval of the following items related to DCDAA:

1. **Successor Collective Bargaining Agreement.**
2. **Memorandum of Understanding regarding the tier implementation for newly adopted DDA I, II, and III classifications.**
This MOU includes details on the specific criteria and duties assigned to each Deputy District Attorney tier. Additionally, the MOU includes the details on the management review of employee job duties, roles, and responsibilities as part of the tier assignment and outlines the employee appeal process and appeal form.
3. **Memorandum of Understanding regarding the temporary DDA Retention Bonus Program and Staff Agreement Form.**
This MOU includes the details of the retention bonus program as a one-time incentive program providing each Member with a \$3,000 bonus payment subject to

a minimum three-year stay commitment with a repayment expectation pro-rated for time stayed within the three-year agreement.

ATTENDANCE:

Kathleen Hinman, Human Resources Director

Chris Bell, Senior Assistant County Counsel

Whitney Hale, Deputy County Administrator

Robert Tintle, Chief Financial Officer

Steve Gunnels, District Attorney

Jessica Chandler, Executive Assistant to the District Attorney

DCDAA executive board members