



## BOARD OF COMMISSIONERS

# AGENDA REQUEST & STAFF REPORT

**MEETING DATE:** April 15, 2026

**SUBJECT:** Deschutes County District Attorneys' Association (DCDAA) — Ratified Successor Collective Bargaining Agreement

**RECOMMENDED MOTION:**

Move approval of Document 2026-0278, a Collective Bargaining Agreement between Deschutes County and the Deschutes County District Attorneys' Association (DCDAA) for the term July 1, 2026 through June 30, 2029, as ratified by the Association.

**BACKGROUND AND POLICY IMPLICATIONS:**

County staff completed successor bargaining with DCDAA and the parties reached agreement on all contract articles. DCDAA has ratified the successor agreement for a three-year term (07/01/2026–06/30/2029).

The agreement includes wage schedule adjustments effective June 22, 2026 for the three Deputy District Attorney classifications: DDA I (+7.29%), DDA II (+6.80%), and DDA III (+6.76%).

In addition to wages, the agreement adopts a COLA range that is consistent with other County collective bargaining agreements (1-4% dependent on CPI). The parties also agreed to changes related to the time management leave conversion process and eligibility for the County's tuition reimbursement program.

The agreement sunsets retiree health insurance premium contributions for new hires as of 8/1/2026, while maintaining existing commitments for current employees.

Leave provisions were also updated to add bereavement leave consistent with non-represented employees (not previously included for DCDAA), and added language to memorialize existing PERS contribution that aligns with other County CBAs. Finally, the parties completed additional administrative cleanup throughout the document to improve clarity, cross-references, and internal consistency.

**BUDGET IMPACTS:**

No FY 2026 budget impacts are anticipated. Impacts for FY 2027 will be included in the proposed budget.

**ATTENDANCE:**

Steve Gunnels, District Attorney

Jessica Chandler, Executive Assistant to the District Attorney

Kim Riley, Sr. Asst. Legal Counsel

Whitney Hale, Deputy County Administrator