



# County of Monterey

Board of Supervisors  
Chambers  
168 W. Alisal St., 1st Floor  
Salinas, CA 93901

## Board Report

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**File #:** 12-1053, **Version:** 1

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Approve the Memorandum of Understanding (MOU) for Deputy District Attorney Association Unit E for July 1, 2012 through June 30, 2014.

### **RECOMMENDATION:**

It is recommended that the Board of Supervisors approve the Memorandum of Understanding (MOU) for Deputy District Attorney Association Unit E for July 1, 2012 through June 30, 2014.

### **SUMMARY:**

The MOU has been finalized between the Deputy District Attorney Association Unit E and the County of Monterey and are submitted for approval by the Board of Supervisors. The MOU covers the period from July 1, 2012 through June 30, 2014.

### **DISCUSSION:**

On Monday, July 2, 2012, the Deputy District Attorney Association ratified a tentative agreement between the County of Monterey and Deputy District Attorney Association. The terms and conditions of the tentative agreement were rolled into the existing contract that is now submitted for approval.

The Deputy District Attorney Association MOU provides for the elimination of uncapped mandatory continuation legal education (MCLE) reimbursement; added Management Rights clause and compensation parity over two years.

### **OTHER AGENCY INVOLVEMENT:**

The District Attorney management and the representatives from the Deputy District Attorney Association have been consulted and have contributed to the development of this Agreement as presented.

### **FINANCING:**

The cost of the Agreement for FY 12/13 is estimated at \$142,932 and an additional \$142,753 in FY 13/14 for a cumulative increase of \$285,292. The costs associated with this Agreement are for the Deputy District Attorney III and IV's to achieve parity with the Deputy County Counsel III and IV's. The intent of the District Attorney's Office is to absorb the MOU cost within its existing current year budget. The District Attorney's Office will work with the County Administrative Office to monitor expenditures throughout the year and, if budgetary issues develop as a result of the MOU, explore other budgetary solutions as appropriate.

Prepared by:

Approved by:

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Brette Neal  
Senior Personnel Analyst  
Date: December 4, 2012

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James May  
Director of Human Resources

Att: Memorandum of Understanding Unit E

cc: Dean Flippo, District Attorney  
Mike Miller, Auditor Controller  
Todd Hornik, Deputy District Attorney Association