

TENTATIVE AGREEMENT BETWEEN COUNTY OF SONOMA AND SONOMA COUNTY
DEPUTY PUBLIC DEFENDER ATTORNEYS' ASSOCIATION

The following document contains the Tentative Agreement between the County of Sonoma ("County") and the Sonoma County Deputy Public Defender Attorneys' Association ("Union") (hereinafter collectively called "the parties") satisfying the obligations of the County pursuant to Article 6.26(a) of the current MOU 2018/2019. The language set forth has been mutually agreed upon by the designated bargaining representatives of the County and the Union and will apply to all employees covered by the Memorandum of Understanding (MOU) between the County and the Union.

Upon Union ratification and Board approval, this Agreement will amend the MOU between the parties dated September 18, 2018-May 6, 2019.

This amendment shall supersede the Article 6.26(a) of the Current Memoranda of Understanding that will expire on May 6, 2019. Language in the MOU and existing side letters not amended by this Tentative Agreement will remain unchanged. The parties agree that any and all Tentative Agreements are hereby incorporated.

This Tentative Agreement is subject to ratification by bargaining unit membership and approval by the Board of Supervisors of Sonoma County.

FOR THE COUNTY

FOR THE UNION

Date: 14 February 2019

Date: 14 Feb 2019

Approved:



PENDING RATIFICATION
OF THE SCDPDA
on or before 2/28/19

The parties agree to amend MOU Article 6.26(a) as follows:

Article 6.26(a) is amended as follows:

6.26 Total Compensation Comparison

a) **County Attorney Classifications**

~~The County agrees that internal total compensation equity amongst the County's attorney classifications is a relevant and material factor to be considered during upcoming successor contract negotiations. Total compensation equity can only be effectively evaluated after County contributions to medical premiums for all attorney classifications are equivalent. To this end, if and when the On January 15, 2019 County contributions to medical premiums isbecame equivalent for all attorney classifications. Accordingly, the County agrees to compare total compensation data, excluding any additional compensation for any specialty duties (including but not limited to, on call or standby pay), for the County's attorney classifications. As a result, the County concluded that the SCDPDA classification should be adjusted by an increase of 2.44%. Within sixty (60) days after the County's contributions to medical premiums is equivalent for all attorney classifications, the County and SCDPDA shall meet and confer regarding total compensation data with the objective of negotiating and reaching agreement on total compensation parity in relation to the relevant attorney classifications. Under no circumstances shall this result in a reduction in pay for SCDPDA members.~~

As soon as administratively feasible upon Board adoption, all SCDPDA classifications will receive an increase of 2.44% to the A step of the salary scale and all subsequent steps shall be adjusted accordingly. The County will use best efforts to ensure the increase is implemented effective March 12, 2019, to be reflected in the April 3, 2019 pay date.