



Memorandum

Delivered via Email

Date: November 30, 2020
To: Administration
From: Kathleen Hinman, Human Resources Director
Re: DCDAA CBA – Final contract changes effective July 1, 2020

Negotiations have been completed and a contract has been agreed upon by DCDAA members and the Deschutes County Board of County Commissioners. The following information is a summary of the substantive changes that resulted from the negotiation process.

Contract duration

The contract is effective for 3 years, from July 1, 2020 – June 30, 2023.

Article 1 – Preamble and Scope

Language was added to include part-time deputy district attorneys.

Article 3 – Association Dues

Language updated to reflect the dues and membership processes.

Article 9 – Wages, Compensation and Benefits

Wages for DCDAA members shall be in accordance with the salary schedule in the Appendix A. For FY21 and FY22, COLA will be a minimum 1% and maximum 3.5%. For FY23: minimum 1% and maximum 3%. Pay period may be changed with advanced notice to staff.

Article 10 – Insurance

Employee health insurance premium contribution capped at 9.5% of the per-FTE costs and will not exceed \$190 per month.

Article 12 – Grievance Procedure

Changed list of arbitrators to come from the Employment Relations Board.

Article 14 – Bar Dues and Continuing Legal Education Expenses

The County will provide professional liability insurance to cover the cost and defense of bar complaints for all bargaining unit members.

Appendix A – Step Increases

Updated to reflect increased pay grade and steps.