WHEREAS, Lane County is experiencing unprecedented turnover in Deputy District Attorney classifications and difficulty in recruiting to fill said positions; and

WHEREAS, a Tentative Agreement regarding compensation adjustments has been reached between Lane County’s bargaining team and the Lane County Prosecuting Attorneys’ Association to address the unprecedented recruitment and retention concerns; and

WHEREAS, the agreement is consistent with the guidelines set forth by the Board of Commissioners.

NOW, THEREFORE, the Board of County Commissioners of Lane County ORDERS as follows:

1. The attached Memorandum of Understanding between Lane County and the Lane County Prosecuting Attorneys’ Association is approved.

2. County staff is authorized to execute the agreement on behalf of the County.

ADOPTED this 14th day of March, 2023.

Pat Farr, Chair
Lane County Board of Commissioners
MEMORANDUM OF UNDERSTANDING

Recruitment/Retention Compensation Adjustments
MOU PAA-23-01

This Memorandum of Understanding is entered into, by and between Lane County hereinafter referred to as COUNTY, and Lane County Prosecuting Attorneys’ Association (LCPAA), hereinafter referred to as ASSOCIATION, for the purposes of making adjustments to salary tables for recruitment/retention purposes.

The parties agree:

1. In order to address recruitment and retention issues with Deputy District Attorney series classifications, which directly affects the services to and welfare of Lane County residents, the County will adjust pay scales for the ASSOCIATION as outlined below in paragraph 2.

2. The County will maintain an eight (8) step scale. The new scale will be set as follows:

   a. Deputy District Attorney 1 (N4615), Grade C42

      |   |   |   |   |   |   |
      | MTHY $35.90 | $37.94 | $39.99 | $42.01 | $44.06 | $46.10 | $48.14 | $50.18 |
      | YRLY $74,672.00 | $78,915.20 | $83,179.20 | $87,380.80 | $91,644.80 | $95,888.00 | $100,131.20 | $104,374.40 |

   b. Deputy District Attorney 2 (N4614), Grade C43

      |   |   |   |   |   |   |
      | MTHY $42.70 | $45.13 | $47.54 | $49.97 | $52.41 | $54.82 | $57.27 | $59.72 |
      | YRLY $88,816.00 | $93,870.40 | $99,933.20 | $105,996.80 | $112,060.40 | $118,124.00 | $124,187.60 | $130,251.20 |

   c. Deputy District Attorney 3 (N4613), Grade C44

      |   |   |   |   |   |   |
      | MTHY $51.17 | $54.07 | $56.98 | $59.89 | $62.81 | $65.72 | $71.53 |
      | YRLY $106,433.60 | $112,465.60 | $118,518.40 | $124,571.20 | $130,624.00 | $136,676.80 | $142,729.60 | $148,782.40 |

   d. Prosecutor, Sr (N4610 & N4611), Grades C52 & C45

      |   |   |   |   |   |   |
      | MTHY $56.61 | $59.81 | $63.04 | $66.25 | $69.48 | $72.70 | $75.92 | $79.14 |
      | YRLY $117,748.80 | $124,404.80 | $131,060.80 | $137,716.80 | $144,372.80 | $151,028.80 | $157,684.80 | $164,340.80 |

3. All other conditions in Article 2 of the CBA including the COLA, one-time payment and annual step increases remain in effect.
4. Nothing in this agreement shall be construed as creating any precedent between parties in any other matters, arbitration proceedings, administrative proceedings or other legal proceedings involving the COUNTY and the ASSOCIATION.

5. This agreement shall be effective the first full pay period following approval by the Board of County Commissioners. Employees will move to the closest step that does not result in a wage decrease in their current classification on the new scales as outlined in paragraph 2 above.

For the ASSOCIATION:

[Signature]
David Mintz, President
LCPAA
2/15/23
Date

For the COUNTY:

[Signature]
Inga Wood, Labor Relations Manager
Lane County
2/21/2023
Date

[Signature]
Patty Perlow, District Attorney
Lane County
2/15/23
Date