



DEPARTMENT OF
HUMAN RESOURCES

Our Mission: To create a thriving organization, providing meaningful careers in public service.

Mary Hao
DIRECTOR

August 21, 2018

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Board of Supervisors
County of Marin
3501 Civic Center Drive
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SUBJECT: Approve the amendment to the 2018-2021 Collective Bargaining Agreement between the County of Marin and the Marin Association of Public Employees General Unit to adjust salaries for the Deputy Public Defender classification series

Dear Board Members:

RECOMMENDATION: The Human Resources Department recommends that your Board approve the equity adjustments for the Deputy Public Defender I, Deputy Public Defender II, Deputy Public Defender III and Deputy Public Defender IV, effective July 29, 2018:

The MAPE General Unit Collective Bargaining Agreement requires that salaries for each level of Deputy Public Defender shall be the same as salaries for each level of Deputy District Attorney. Consistent with the tentative agreement with the Teamsters Local 856 Deputy District Attorney unit, the equity adjustments described below will also apply to the Deputy Public Defender I-IV classifications.

We note that the equity increases for the Deputy Public Defenders effective July 29, 2018 will be slightly lower than the 1.5% increase negotiated with the Deputy District Attorneys. The difference in the increases for the Deputy Public Defenders accounts for any compounding that may result based on the cost of living adjustments they already received effective July 1, 2018.

1. Effective July 29, 2018:

Class Title	Class Code	% Base Salary Increase	Total Increase (with COLA)
Deputy Public Defender I	2531	1.48%	4.0%
Deputy Public Defender II	2532	1.48%	4.0%
Deputy Public Defender III	2533	1.47%	4.0%
Deputy Public Defender IV	2534	1.46%	4.0%

2. Effective July 2019:

Class Title	Class Code	% Base Salary Increase	Total Increase (with COLA)
Deputy Public Defender I	2531	1%	4.0%
Deputy Public Defender II	2532	1%	4.0%
Deputy Public Defender III	2533	1%	4.0%
Deputy Public Defender IV	2534	1%	4.0%

3. Effective July 2020:

Class Title	Class Code	% Base Salary Increase	Total Increase (with COLA)
Deputy Public Defender I	2531	1%	3.5%
Deputy Public Defender II	2532	1%	3.5%
Deputy Public Defender III	2533	1%	3.5%
Deputy Public Defender IV	2534	1%	3.5%

FISCAL IMPACT: The salary adjustments will result in an incremental cost increase of \$15,466 in FY 2018-19. Funds have been allocated by the County Administrator's Office in departmental budgets for the proposed adjustments.

Please let me know if you have any questions or concerns.

- County Administrator N/A
- Department of Finance N/A
- County Counsel N/A
- Human Resources N/A

Signature:



Mary Hao
Director of Human Resources

cc: Jose Varela, Public Defender
Brian Morris, Assistant Public Defender