



Board Agenda Item 32

DATE: May 12, 2026

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addendum to Memorandum of Understanding for Representation Unit 31

RECOMMENDED ACTION(S):

- 1. Approve the Addendum to the Memorandum of Understanding (MOU) for Representation Unit 31 - Public Defenders, represented by Professional Association County Employees, effective June 22, 2026; and**
- 2. Approve the related Salary Resolution Amendment, as reflected on Appendix "B".**

Approval of the recommended actions would effectuate the tentatively agreed upon terms and conditions as delineated herein regarding the Addendum to the MOU for Representation Unit 31, effective June 22, 2026. The estimated cost of the negotiated terms and conditions for FY 2025-26 is \$1,595; \$1,436 of which is Net County Cost (NCC). The estimated cost of the negotiated terms and conditions for FY 2026-27 is \$71,199; \$64,079 of which is NCC. Impacted department appropriations will be monitored, and adjustments will be brought to your Board prior to fiscal year-end if needed.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the existing terms and conditions would remain in effect and negotiations would continue.

FISCAL IMPACT:

The total estimated cost of the negotiated terms and conditions for FY 2025-26 is approximately \$1,595, including related retirement costs; \$1,436 of which is NCC. Impacted department appropriations will be monitored, and adjustments will be brought to your Board prior to fiscal year-end if needed.

The total cost for FY 2026-27 is approximately \$71,199; \$64,079 of which is NCC. Sufficient appropriations will be included in the impacted Department's FY 2026-27 recommended budget request.

DISCUSSION:

Your Board approved a successor MOU for Representation Unit 31 - Public Defenders, on January 5, 2026. Consistent with your Board's direction and to remain competitive in the local labor market, approval of the recommended actions would authorize the following salary increases:

- Salary Adjustments:
 - Effective June 22, 2026
 - Defense Attorney I: 3.95% increase
 - Defense Attorney II: 2.96% increase
 - Defense Attorney III: 2.96% increase

REFERENCE MATERIAL:

BAI#33, January 6, 2026

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to the Memorandum of Understanding for Representation Unit 31
Salary Resolution Amendment - Appendix "B"

CAO ANALYST:

Sevag Tateosian