

**Letter of Agreement
Stanislaus County
And
County Attorneys Association**

Whereas, Stanislaus County (County) and County Attorneys Association (CAA) entered into the current Memorandum Understanding on July 1, 2021; and

Whereas, the classification of Attorney I/II/III/IV/V is in the bargaining unit represented by CAA; and

Whereas, the Memorandum of Understanding recognizes promotions within the block budgeted Attorney I/II/III/IV/V classification under Article 36; and

Whereas, the minimum qualifications in the job specification for the Attorney II was updated in 2019 by the County to require six months of entry level experience as an Attorney I; and

Whereas, in 2019 or during subsequent negotiations, Article 36 of the MOU was not updated to reflect the changes made to the job specification for Attorney II nor was a Letter of Agreement agreed to and signed by both parties; and

Whereas, Article 36 in the current MOU in reads as follows:

The parties agree that all Attorney positions shall be block budgeted to the V Level so that all Attorneys have an equal opportunity to be promoted to the highest level based on work performed and qualifications as outlined in the new Attorney job descriptions. Attorneys are eligible for promotion to the next level at their established next review date, effective January 1, 2002. Promotion from level IV to Level V will work the same way as from Level I to Level II, Level II to Level III, and from Level III to Level IV, fully allocated and noncompetitive, based on the job descriptions and the work done by the employee.

The parties agree during the term of this agreement to meet and confer at the request of either party to discuss the Attorney's classification series, including proposed revisions to the job descriptions.

Therefore, to align the MOU and job specification for Attorney II, the language in Article 36 will be updated as follows:

The parties agree that all Attorney positions shall be block budgeted to the V level so that all Attorneys have an equal opportunity to be promoted to the highest level based on work performed and qualifications as outlined in the new Attorney job specifications. **Attorneys I are eligible for promotion to Attorney II after 6 months of experience at Level I and a satisfactory performance evaluation. An Attorney I who is promoted after six months will not receive permanent status as an Attorney I. Permanent status can be obtained after 12 months in the classified position and a satisfactory performance evaluation.** Attorneys will thereafter be eligible for promotion to the next level at their next established review date **which will be 12 months after their entry into the position of Attorney II, Attorney III, Attorney IV, and Attorney V.** Promotion from Level IV to Level V will work the same way as from Level II to Level III, and from Level III to Level

IV, fully allocated and noncompetitive, based on the job descriptions and the work done by the employee.

The parties agree during the term of this agreement to meet and confer at the request of either party to discuss the Attorney's classification series, including proposed revisions to the job descriptions.

All other terms and conditions remain unchanged in, Article 36, Attorneys Reclassification Project of the current CAA Memorandum of Understanding.

Once signed by all parties, this agreement will be considered finalized and will remain effective through the term of the current MOU expiring June 30, 2024.

For the County:


Jody Hayes (Jul 11, 2022 17:32 PDT)

Jody Hayes, CEO

For CAA:



Erin Schwartz, CAA President