

COLLECTIVE BARGAINING AGREEMENT

Between

Washington County

And

The Washington County District Attorney's Office

And

The Washington County Prosecuting Attorneys' Association

Upon Ratification to June 30, 2027



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ARTICLE 1 – PREAMBLE

This Agreement is entered into by Washington County, Oregon, hereinafter referred to as the County, the Washington County District Attorney, hereinafter referred to as the District Attorney, and the Washington County Prosecuting Attorneys' Association, hereinafter referred to as the Association. The purpose of this Agreement is to set forth those matters pertaining to compensation, hours, and working conditions.

The terms of this Agreement are subject to the authority vested in the District Attorney by the Constitution of the State of Oregon, and are subject to the limitations of ORS 8.610 to 8.850. Further, the terms of this Agreement and employee rights under PECBA shall not serve to reduce the ethical considerations, which govern attorneys licensed to practice law before the courts of Oregon.

With the understanding set forth in this Preamble, which is contractual, and in furtherance of the goals of positive employer/employee relations described in PECBA, the parties agree as follows.

ARTICLE 2 – RECOGNITION AND ASSOCIATION SECURITY

A. Recognition

The County and District Attorney recognize the Association as the sole and exclusive bargaining representative for employees in the following job classifications:

1. Deputy District Attorney 1;
2. Deputy District Attorney 2;
3. Deputy District Attorney 3;
4. Deputy District Attorney 4; and
5. Senior Deputy District Attorney.

Each party reserves the right to reopen and negotiate changes in Section A of this Article in the event the District Attorney reorganizes the District Attorney's office. Such negotiations shall commence not less than ten (10) working days following a written demand to bargain by the Association upon receiving written notice of a reorganization of the District Attorney's office. Article 4 (No Strike Clause) of this Agreement shall remain in full force and effect during any renegotiation of this Article.

B. Association Security/Check Off

1. Membership or non-membership in the Association shall be the guaranteed individual choice of employees within the bargaining unit subject to this Agreement. There shall be no discrimination by any party to this Agreement exercised against any employee covered by this Agreement because of their choice of whether to join the Association and/or engage in Association activities.

2. The County agrees to deduct the first pay period each month from the pay of employees covered by this Agreement as applicable the current monthly Association membership dues of those Association members who individually request such deductions in writing.
3. The amount to be deducted shall be certified in writing to the County by the Association President. The aggregate of all deductions shall be remitted, together with an itemized statement, to the Treasurer of the Association at an address certified to the County in writing by the Association President, within five (5) working days after it is withheld or by such time as the parties mutually agree in writing.
4. The Association will indemnify, defend and hold the County harmless from all suits, actions, proceedings, and claims against the County or persons acting on behalf of the County, whether for damages, compensation, reinstatement or any combination thereof, arising from the application of this Article. In the event that a deduction collected under this Article be ordered reimbursed to any employee, the Association shall be solely responsible for such reimbursement.
5. All members covered by this Agreement are considered strike prohibited per ORS 243.736. If after PECBA process bargaining, the parties do not reach agreement, either party may exercise their right to submit the unresolved matter(s) to binding interest arbitration per ORS 243.742.

C. Definition of Deputy District Attorney

Except as otherwise provided in this Agreement, for purposes of this Agreement a “Deputy District Attorney” is defined as any attorney employed under the authority of the elected District Attorney who is performing the duties and/or functions described in the Deputy District Attorney classification specifications for described above on behalf of the elected District Attorney. A temporarily appointed special deputy district attorney is excluded from the definition of Deputy District Attorney and is not covered by this Agreement.

D. Law Clerks

The District Attorney shall retain authority to employ or engage any number of Law Clerks either in paid or unpaid status. Law Clerks shall not be considered Deputy District Attorneys nor covered by this Agreement. Law Clerks must be supervised by an assigned Deputy District Attorney.

ARTICLE 3 – MANAGEMENT RIGHTS

The Association recognizes that the District Attorney is an elected, constitutional officer of the State of Oregon; and recognizes the prerogatives of the District Attorney to operate and manage the affairs of the Office of District Attorney in all respects in accordance with

the responsibilities and accountabilities of the office, except as otherwise specifically limited by the expressed terms of this Agreement.

For purposes of this Article only, the County and District Attorney collectively are referred to as “the Employer”. It is understood and agreed that the use of the term “Employer” in this Article may refer individually to the County, individually to the District Attorney, or to both the County and District Attorney. The County and the District Attorney affirm that the collective bargaining process and the resulting collective bargaining agreement is not intended to define the relative rights of the District Attorney and the County as joint employers of the Deputy District Attorneys; and that the relative authority over personnel matters related to the Deputy District Attorneys are established by the Oregon Constitution and laws. Nothing in this Article is intended to change the current status quo with respect to division of duties or powers between the District Attorney and the County.

The Employer retains all the customary, usual and exclusive rights, decision making authority, prerogatives and functions connected with or in any way incidental to the Employer’s responsibility and right to manage the affairs of the District Attorney’s Office, except as otherwise specifically limited by the terms of this Agreement. The rights of the employees in the bargaining unit and the Association hereunder are limited to those specifically set forth in this Agreement. The Employer shall have no obligation to bargain with the Association with respect to any such subjects or the exercise of discretion and decision making with regard thereto; and subjects covered by the terms of this Agreement are closed to further bargaining for the term hereof; and any subject which was or might have been raised in the course of collective bargaining is closed for the term hereof.

The parties recognize the Employer’s right to properly determine that Deputy District Attorneys are licensed professionals employed in FLSA exempt positions and shall be paid on a "salary basis." The parties recognize that Deputy District Attorneys routinely must exercise independent judgment in matters of significance within such constraints, policies and direction as the Employer may determine, and consistent with the ethical obligations of lawyers.

Without limitation, but by way of illustration, the exclusive prerogatives, functions and rights of the Employer shall include the following:

- A.** To determine the services to be rendered by employees in the District Attorney’s office.
- B.** To determine and to follow the County’s and the State of Oregon’s financial, budgetary and accounting procedures.
- C.** To direct and supervise all operations, functions and policies of the District Attorney’s Office, and to determine the requirements of facilities and operations in which the employees in the bargaining unit are employed, and such other operations, functions and policies in the remainder of the County as may affect employees in the bargaining unit.

- D. To manage and direct the work force in accordance with Employer policy, including, but not limited to, the right to determine the place to report for work; to determine methods, processes and manner of performing work; the right to hire, promote and retain employees and transfer them within the same pay range or demote to a lesser pay range should they not be qualified for retention in the present pay range, or should their work habits or productivity not justify retention in the present pay range; the right to lay off; the right to abolish positions or reorganize the departments; the right to determine schedules of work and regular hours of work when the office is open and employees are expected to be present; the right to purchase, dispose of and assign equipment or supplies; and the right to demote or terminate the employment of an employee for good and sufficient cause as determined by the District Attorney in the District Attorney's judgment and discretion.
- E. To determine the need for a reduction or an increase in the work force, and to implement any decision with regard thereto.
- F. To establish, revise and implement standards for hiring, classification, promotion, quality of work, safety, materials, equipment and appearance.
- G. To implement new, and revise and discard, wholly or in part, old methods, procedures, materials, equipment, facilities and standards.
- H. To contract or subcontract work as may be determined appropriate by the District Attorney without further bargaining, where the work to be transferred from the bargaining unit is performed by a Special Prosecutor, a visiting District Attorney, or an Assistant Attorney General.
- I. To assign regular hours of work and work locations.
- J. To designate and to assign work duties.
- K. To introduce new duties within the unit.
- L. To determine the need for and the qualifications of new job classifications and promotions.

ARTICLE 4 – NO STRIKE CLAUSE

No employee covered by this Agreement shall engage in any work stoppage, slowdown, picketing, or strike at any County facility or at any location where County services are performed. If any such work stoppage, slowdown, picketing, or strike shall take place, the Association will immediately notify such employees so engaging in such activities to cease and desist, and it shall publicly declare that such work stoppage, slowdown, picketing, or strike is in violation of both this Agreement and Oregon law and is

unauthorized. Employees in the bargaining unit, while acting in the course of their employment, shall not refuse to cross any picket line established by any labor organization when called upon to cross such picket line in the line of duty as required by the District Attorney to fulfill the professional functions of the office.

Any employee engaging in any activity in violation of this Article shall be subject to disciplinary action, up to and including discharge, by the District Attorney without application of the grievance procedure. There will be no lockout of employees in the unit by the County as a consequence of any dispute arising during the life and duration of this Agreement.

ARTICLE 5 – SETTLEMENT OF DISPUTES

A. Grievance Procedure

Any grievance or dispute which may arise between the parties, involving the application, meaning, or interpretation of this Agreement, shall be settled in the following manner:

Step 1:

After first attempting to resolve the grievance informally with the employee's immediate supervisor, any employee, with notice to the Association in writing, or the Association may present in writing such grievance to the appropriate Chief Deputy, within fourteen (14) calendar days of its occurrence; if at that time the individual employee or his or her representative is unaware of the grievance, it may be presented in writing within fourteen (14) calendar days of the time the employee first has knowledge or should have had knowledge of its occurrence. The written notice shall include the name of the grievant, a statement of the grievance and relevant facts, applicable provisions of this Agreement alleged to have been violated, and remedies sought. The Chief Deputy shall respond to the grievant or their representative, and the Association, in writing within fourteen (14) calendar days.

Step 2:

If the grievance has not been answered or resolved at Step 1, it may be presented, in writing, by the grievant, or the Association, to the District Attorney, or their designee(s), within fourteen (14) calendar days after the response of the Chief Deputy is due. The District Attorney, or their designee(s), shall respond in writing to the grievant or their representative, and the Association, within fourteen (14) calendar days.

Step 3:

If the grievance has not been answered or resolved at Step 2, it may be presented in writing by the Association on behalf of the grievant, or by the Association, to the County Administrator or their designee within fourteen (14) calendar days from the date after the Step 2 response of the District Attorney is due. The County Administrator or their designee shall respond in writing to the grievant and the

Association within fourteen (14) calendar days.

Step 4:

If the grievance remains unresolved, the Association may submit the matter to binding arbitration but must do so within fourteen (14) calendar days after the Step 3 response from the County Administrator or their designee is due.

B. Arbitration

1. After the grievance has been submitted to arbitration, the Association shall request from the Employment Relations Board (ERB) a list of the names of nine (9) arbitrators who list their principal residence or principal place of business in either Oregon or Washington.
2. The parties shall select an arbitrator from the ERB list by mutual agreement. If the parties are unable to agree on a method, the arbitrator will be chosen by the method of alternate striking of names; the order of striking to be determined by lot. The final name on the list shall be the arbitrator.
3. Nothing in this Section shall prohibit the parties from agreeing upon a permanent arbitrator or permanent list.
4. The arbitrator shall be requested to begin taking evidence and testimony within a reasonable period after submission of the request for arbitration; taking into account the schedules of the parties, representatives, and witnesses, as well as that of the arbitrator; and they shall be requested to issue their decision within thirty (30) days after the conclusion of briefing following the hearing. The parties hereby vest the arbitrator with authority to compel the attendance of witnesses on behalf of either party by issuance of a subpoena, the witness fee cost (pursuant to Oregon law) of which shall be borne by the party requesting the subpoena.
5. The arbitrator's decision shall be final and binding, but the arbitrator shall have no power to alter, modify, amend, add to, or detract from the terms of this Agreement. The Arbitrator's decision shall be in writing, be within the scope and terms of this Agreement and contain an explanation of the reasoning utilized in making the decision.
6. Expenses and fees of the Arbitrator for the arbitration shall be borne by the losing party as determined by the arbitrator or apportioned to each party as determined by the arbitrator. Each party shall also be responsible for compensating its own representatives and witnesses.
7. If either party desires a verbatim recording of the proceedings, it may cause such record to be made, on the condition that it pays for the record and makes a copy available without charge to the Arbitrator. If the other party desires a

copy, both parties shall jointly share in all costs of the court reporter and producing three (3) copies of the transcript at no cost to the Arbitrator.

8. Any time limits specified in the grievance procedure may be waived by mutual written consent of the parties. A grievance may be terminated at any time upon receipt of a signed or emailed statement from the Association that the matter has been resolved.

ARTICLE 6 – DISCRIMINATION

The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, marital status, race, color, sex, creed, religion, national origin, sexual orientation, political affiliation, gender identity or expression, veteran’s status, disability or other lawfully recognized protected status.

ARTICLE 7 – COMPENSATION

A. Compensation

1. Salary Matrix

Current salaries for the employees covered under this Agreement are attached, as Appendix A, and incorporated into this Agreement.

2. Salaries

a. July 1, 2025

Effective and retroactive to July 1, 2025, the current salary ranges shall be increased by two percent (2%) as a market adjustment. Effective the first full pay period following ratification of the contract, the County shall pay (pick up) the employees’ six percent (6%) employee contribution to PERS/OPSRP. In addition, all bargaining unit employees employed by the County as of the date of ratification will receive a ratification bonus in the gross amount of two thousand five hundred dollars (\$2,500).

b. July 1, 2026

Effective July 1, 2026, the salary rates and ranges covered by this Agreement and in effect on June 30, 2026, shall be increased by the percentage increase in the West – Size A Consumer Price Index for Urban Wage Earners and Clerical Workers (West – Size A CPI-W), second half of 2024 to the second half of 2025 as reported in February 2026, with a minimum increase of one percent (1%) and a maximum increase of four percent (4%).

3. Salary Administration

- a. At the time of hire, the employee’s initial salary placement will be determined in accordance with the Oregon Equal Pay Law.
- b. Deputy District Attorneys are eligible for advancement through the pay range based on merit on their anniversary date.
- c. A promotion is an appointment to a position in a classification which has a higher maximum salary rate than the employee’s present classification. Whenever an employee is promoted, the employee’s salary placement will be determined in accordance with the Oregon Equal Pay Law. The date of such promotion or reclassification shall establish a new anniversary date for subsequent salary increases.

ARTICLE 8 – BENEFITS

A. Benefits

1. Vacation Leave

Employees shall be entitled to vacation leave benefits as outlined below.

a. Accrual

Upon hire, all full-time employees shall accrue vacation on the following basis:

<u>Years of Service</u>	<u>Hours Accrued Per Pay Period (26 periods)</u>
Less than 5	3.6924
5-10	4.6154
10-15	5.5385
15-20	6.4616
20-25	7.3847
25 or more	8.0

Maximum Accrual: The maximum accrual of vacation leave for any employee shall be three hundred eighty (380) hours. Employees do not accrue vacation leave while in an unpaid status.

b. Part-Time

Part-time regular employees shall accrue vacation based on service years in accordance with the above schedule, e.g., a five-year employee working half-time would be eligible for approximately sixty (60) hours per year. Part-time employees will accrue leave on a pro-rata basis based on their assigned FTE.

c. Leave of Absence Accrual

Vacation leave shall not accrue during a leave of absence without pay.

d. Payoff

Unused accrued vacation time shall be paid to the employee at their regular rate of pay at the time of separation from service up to the maximum allowable in Article 8(A)(1)(a).

e. Death Benefit

Regardless of length of County service, in the event of death of an employee, unused accrued vacation time shall be paid to the employee's beneficiary at the employee's regular rate of pay.

2. Personal Business Leave

Effective July 1, 2026, employees shall receive forty (40) hours of Personal Business Leave each fiscal year. The forty (40) hour allotment is provided to employees at the beginning of the first full pay period in July of each year. Personal Business Leave cannot be carried over to the following fiscal year nor will it be paid out in cash if it is not used. Newly hired employees shall initially be provided with paid Personal Business Leave according to the following schedule:

- Five (5) days (40 hours) if their start date is between July 1 and December 31 of any fiscal year;
- Three (3) days (24 hours) if their start date is between January 1 and March 31; and
- One (1) day (8 hours) if their start date is between April 1 and June 30.

3. Sick Leave

Employees shall be entitled to all sick leave benefits as outlined below. An employee who is unable to perform his or her duties by reason of personal illness or injury, pregnancy, necessity for health care, exposure to contagious diseases or viruses, or for any reason covered by applicable laws and statutes governing the use of sick leave, or to care for an immediate family member due to such conditions, may utilize his or her accrued sick leave.

a. Immediate Family Member

For the purposes of this Section, “immediate family” shall be defined by the applicable state or federal law.

b. Accrual

Full-time employees shall accrue sick leave at the rate of ninety-six (96) hours per calendar year. Part-time employees will accrue sick leave on a pro-rata basis, based on FTE. For example, a half-time (.50 FTE) employee will accrue sick leave at the rate of forty-eight (48) hours per calendar year. The sick leave pay period accrual rate shall be the number of hours earned per calendar year (e.g., 96 for full-time employees) divided by the number of pay periods per calendar year. Employees do not accrue sick leave while in an unpaid status.

4. Bereavement Leave

An employee shall be granted not more than five (5) workdays’ leave of absence with full pay in the event of a death in the immediate family of the employee. For purposes of bereavement leave, an employee’s immediate family shall be as defined by OFLA. Bereavement leave under this Section runs concurrently with OFLA.

5. Holidays

The following days shall be recognized and observed as paid holidays:

- New Year’s Day (January 1st);
- Rev. Dr. Martin Luther King’s Birthday (3rd Monday in January);
- President’s Day (3rd Monday in February);
- Memorial Day (last Monday in May);
- Juneteenth (June 19th);
- Independence Day (July 4th);
- Labor Day (1st Monday in September);
- Veteran’s Day (November 11th);
- Thanksgiving Day (fourth Thursday in November)
- Christmas Day (December 25th);
- One Floating Holiday (must be taken during the calendar year).

When a holiday falls on Sunday, the following Monday shall be observed as the holiday; when a holiday falls on Saturday, the preceding Friday shall be observed as the holiday. In the event the Washington County Board of Commissioners recognizes an additional holiday, it will be added to the list above.

6. Retirement

- a.** Each eligible employee shall be a member of the Oregon Public Employee

Retirement System (PERS) and/or the Oregon Public Service Retirement Plan (OPSRP) pursuant to ORS 238 and 238A. In accordance with Article 7 (Compensation), Section 2 (Salaries), the County shall "pick up" the employee contribution to PERS (6%) and/or OPSRP effective the first full pay period following ratification of the contract as permitted by ORS 238.205(5)(a) and ORS 238A.335.

- b. For retirement purposes, sick leave in application to final average salary under the terms of ORS 238.350 shall be applied to members of this bargaining unit.
- c. Washington County Administrative Policy 309 ("Work After PERS Retirement") is incorporated herein, except that the District Attorney shall act as the Appointing Authority for purposes of the policy with respect to employees covered under this Agreement, or whose work would fall within the scope of employees under this Agreement.

7. WCPAA Association Activities

WCPAA shall be entitled to reasonable use of the County's facilities for meetings and Association business, and shall be permitted to reasonable use of County resources for Association business (e.g., printing documents, use of County owned computers for occasional Association work). An Association officer, negotiator, or any designated representative who attends or performs necessary Association meetings or activities during regular office hours which cannot be performed at any other time shall not be required to forfeit vacation time, sick pay, or personal holidays for time so spent. Any person who utilizes office time in such a manner shall be required to provide prior notification to the Chief Deputy and, upon approval, shall further be required to make up such work loss after regular office hours. A written list of hours lost and hours compensated shall be provided to the Chief Deputy within two (2) weeks of the Association activity.

8. Bar Dues

Annual Bar Dues of all employees in this bargaining unit shall be timely paid by the County.

9. Mileage

Employees shall be reimbursed for mileage in accordance with County policy.

10. Bi-Lingual Pay

Employees shall receive Bi-Lingual Pay in accordance with Washington County Administrative Policy.

11. Employee Parking

The County shall continue to provide a total of fifty (50) dedicated, secured parking spaces to employees covered under this Agreement.

ARTICLE 9 – HEALTH AND WELFARE

A. Medical

The County will provide the following health insurance options for regular full-time employees through the duration of this collective bargaining agreement:

PPO: Low Deductible Plan. High Deductible Plan. HDHP with VEBA contribution.

HMO: Low Deductible Plan. High Deductible Plan. HDHP with VEBA contribution.

Each plan under the PPO and HMO will have its own established rate based on actuarial cost of the plan.

The County also will provide dental and vision insurance similar to coverage currently offered.

The County's and employees' insurance contributions will be based on tiered rates depending on the level of coverage selected by the employee (e.g., employee only, employee plus spouse or partner, employee plus child(ren), full family coverage), rather than on a composite rate.

The County's maximum contribution for medical, dental, and vision insurance will be ninety percent (90%) of the premium for the plans selected by the employee.

For those employees who meet the Wellness Points requirement for the preceding points year, the County's maximum contribution for medical, dental, and vision insurance will be ninety-five percent (95%) of the premium for the plans selected by the employee.

To qualify for the higher County premium contribution, the employee will meet wellness point requirements as determined by a work group of the County Wellness Committee. Wellness points earned in each points year will determine the employee's premium contribution rate for the following calendar year.

Should health insurance premiums for the plan year 2026 or 2027 increase by ten percent (10%) or more over the preceding year, either the County or the Association may reopen discussion concerning the restructuring of contribution rates and/or a restructuring of benefit plan design. The parties agree to a forty-five (45) day mid-term bargaining period in the event a reopener is exercised.

WCPAA may appoint one member to the work group of the County Wellness Points

Committee. The work group will seek information and input from the County's benefits consultant as it determines the wellness point system. In the event the work group is unable to reach a consensus on the wellness point system, the system shall be determined by the County. WCPAA will also be afforded one representative to sit on the County-wide health benefit committee, without loss of pay.

B. Eligibility

Regular full-time bargaining unit employees will be eligible for coverage under the medical, dental, vision, life insurance, and long-term disability plans as of the first of the month following their date of hire.

C. Part-Time Employees

Regular part-time employees' eligibility will be governed by the County's Personnel Rules.

ARTICLE 10 – PERSONNEL FILE AND RELATED MATTERS

A. File Review

The County, upon request, shall provide an employee the opportunity to review the employee's official personnel file. Copies of the contents of this file shall be provided at the County's expense.

B. Written Response

The employee may respond in writing to any item placed in the official personnel file. Any written response will become part of the file.

C. Association Copy

Upon a valid PECBA request, the Association shall be furnished a copy of the files or any portion thereof to the Association, when and to the extent that the file information is relevant to issues of contract or grievance administration. Medical records will be disclosed by the County only upon presentation of a valid release signed by the employee, or as otherwise required by law.

D. Release of Personnel File or Statements

1. If the County receives a request for information contained in the personnel file of any employee covered under this Agreement, the County shall notify the employee as soon as practicable. Such notice shall state the party requesting the information, and identify the specific records being sought.
2. If the County receives a request for information concerning a personnel, disciplinary, or Human Resources investigation, in which an employee has

participated as a witness or complainant, and the request for information requests statements by the employee, the County shall notify the employee as soon as practicable. Such notice shall state the party requesting the information, and identify the specific records being sought.

ARTICLE 11 – SENIORITY AND LAYOFF

A. Seniority

Seniority is calculated by total cumulative time in service with the County as a Deputy District Attorney.

B. Layoff

Recognizing the critical public safety role that employees covered under this Agreement perform, the County will make every reasonable effort to avoid layoff of employees covered under this Agreement. The District Attorney may lay off an employee because of the elimination of the position, shortage of funds or work, substantial changes in duties, or other changes in, or restructuring of, the organization, if reasonable alternatives to layoff are exhausted. Suspension without pay or termination is not a layoff. Whenever the District Attorney is contemplating eliminating a position and laying off an employee, the District Attorney must notify WCPAA as early as possible, but in no event not less than fifteen (15) calendar days prior to the proposed layoff date. The notice shall identify the employees who may be subject to layoff.

C. Meet and Confer

After the notification described above has been accomplished, the District Attorney will meet and confer with the Association regarding the effects of the proposed layoff(s), and will consider any proposals advanced by the Association regarding alternatives to the proposed layoff(s) including reductions in force for non-essential employees.

D. Order of Layoff

When the District Attorney must lay off employees, the District Attorney maintains the discretion to determine how to accomplish the layoff.

ARTICLE 12 – DISCIPLINE

Discipline shall be administered in accordance with the Washington County Personnel Rules and Regulations. In the event a new District Attorney is elected, either party may initiate re-opening Article 12 (Discipline) for mid-term bargaining.

ARTICLE 13 – PROBATION SERVICE PERIOD

Newly hired Deputy District Attorneys shall serve an initial probationary period of twelve (12) months. Deputy District Attorneys who are newly promoted shall also serve a probationary period of twelve (12) months.

ARTICLE 14 – ENTIRE AGREEMENT

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. This Agreement constitutes the sole and entire Agreement between the parties. Except as specifically modified by or treated in this Agreement, all policies, matters, questions and terms affecting unit employees in their employment relationship with the County and the District Attorney's office shall be governed by Article 3 (Management Rights).

ARTICLE 15 – SAVINGS CLAUSE

Should any Article, Section, or portion thereof, of this Agreement be held invalid by operation of law, or by any court of competent jurisdiction, or any administrative agency having jurisdiction over the subject matter, such decision shall apply only to the specific Article, Section, or portion thereof directly specified in the decision. Upon the issuance of any such decision, the parties agree immediately to negotiate a substitute, if possible, for the invalidated Article, Section, or portion thereof. All other portions of this Agreement, and the Agreement as a whole, shall continue without interruption for the term hereof.

ARTICLE 16 – TERMINATION

This Agreement shall be effective upon ratification until June 30, 2027, with the market adjustment in Article 7 (Compensation) retroactive to all members as of July 1, 2025. This Agreement shall be automatically renewed from year-to-year thereafter, unless either party shall notify the other in writing no later than January 1 of that year, that it wishes to negotiate a successor agreement. This Agreement shall remain in full force and effect during the period of negotiations.

SIGNATURES

FOR THE COUNTY

FOR WCPAA


Kathryn Harrington, Chair of Washington
County Board of commissioners


Allison Brown, WCPAA President

10/28/25
Date

10/24/2025
Date

Kevin Barton, District Attorney

Date

Approved as to Form

Adriana Ortega
Washington County Counsel

Date

**Chris L.
Wyrostek** Digitally signed by
Chris L. Wyrostek
Date: 2025.10.22
14:43:43 -07'00'

Chris Wyrostek
Association Counsel

Date

APPENDIX A

Classification	Min (Monthly)	Max (Monthly)	Min (Annual)	Max (Annual)
DDA I	\$7,881.03	\$9,574.76	\$94,572.36	\$114,897.12
DDA II	\$9,137.27	\$11,102.46	\$109,647.27	\$133,229.46
DDA III	\$10,083.04	\$13,377.64	\$120,996.44	\$160,531.64
DDA IV	\$12,914.61	\$17,964.78	\$154,975.29	\$215,577.37
DDA, Sr.	\$14,606.88	\$19,843.92	\$175,282.55	\$238,127.00