

Association of Deputy District Attorneys
2015 ADDA ANNUAL REPORT

PRESIDENT'S MESSAGE

My Fellow Deputy District Attorneys:

I'm proud to present you with our first-ever Annual Report, which summarizes the significant strides we have made on your behalf to build your association.

As many of you know, I had a single-plank platform when I ran for President of ADDA – to disaffiliate from the financial vampire AFSCME (American Federation of State, County, and Municipal Employees), specifically Council 36. Like many of you, I was convinced that ADDA could ill-afford to be shackled to a disorganized and visionless local affiliate of an international labor organization with a reputation for corruption and incompetence that supported reckless legislation like Proposition 47, which had no clout in the County and believed we were all overpaid.

Following the overwhelming vote of the Membership to disaffiliate from the clutches and fangs of AFSCME, your all-volunteer and uncompensated Board of Directors worked tirelessly to make good on our promise to improve the level of support and service you receive, while at the same time using your dues money wisely. Your Board truly has earned and deserves your thanks.

The Board moved quickly to establish a new and improved infrastructure to replace the flawed, illusory, empty and shabby tent provided by Council 36. This included hiring a highly experienced and dedicated professional staff, as well as the retention of exceptionally capable consultants.

While some predicted that an independent ADDA – without the support of the purported powerhouse AFSCME – would struggle, flounder, or even fail, nothing has been further from the truth. In an incredibly short period of time, your Board rebuilt your Association's entire infrastructure, acquired offices, hired an experienced Executive Director and Executive Assistant, established a PAC, retained an expert labor attorney to be our General Counsel, handled grievances, hired a premier communications consultant, created a newsletter and regular blogs, expanded our voice into the community, hired a CPA, conducted an audit, passed privacy legislation, and prepared for and successfully negotiated a new collective bargaining agreement.

We have reinvented ourselves and radically changed our relationship with the County and the District Attorney and DA Administration. We are reborn! We are stronger than ever!

With these and other accomplishments in the rear-view mirror, I look forward to stepping aside as your President, proud that you supported me, satisfied that I achieved the goals that I promised you that I would achieve, and most pleased to be turning the reins over to the new Board that you elect and a new president to lead them. I've had enough. It was a bit of an ordeal given the tedious, unrelenting, nitpicking naysayers. However, I am confident I've proved that we would do as well, if not better, without throwing your money into that bottomless black hole of AFSCME Council 36. And we've done it all much more cheaply!

I look forward to the success your colleagues and this organization will achieve in the future! As prosecutors, you indeed possess the greatest prestige of all practitioners of law. As an Association of prosecutors, your ADDA has unlimited and vast untapped clout to herald in a new age for DDAs of Los Angeles County. I believe that our potential is vast!

If you've been paying attention to our blogs, then you are aware of the grave threats looming ahead to your pensions and to the administration of justice. There is no longer any good reason not to be a full dues-paying member of ADDA, and there is every reason to encourage all of your fellow Deputies to join and contribute the nominal

additional amount of approximately \$10.00 per month. This extremely modest sum will enable ADDA to resist the unrelenting, concerted and ongoing effort to undo your public pension protection. It will also fund ADDA's effort to monitor and combat the reckless social engineers from releasing more prisoners, minimizing more felonies, or eliminating the posting of bail. It will also fund our current legislative effort to enable DDAs to bypass security screening. Please, on all of our behalves, ask your colleagues if they are ADDA Members and encourage them to join if they aren't. It's in their and your best interests to unite to strengthen ADDA.

It has been an honor and a privilege to be of service to the DDAs of this County, to the Members whose support made that possible, to my fellow Board Members who willingly sacrificed their time and energy on behalf of this Association and their colleagues, and to the vision of what is possible if all justice-seeking DDAs simply unite and invest in each other.

Thank you for your warm expressions of encouragement, your patience, and your generous support.

Marc



MISSION STATEMENT

The Association's Board of Directors adopted the following Mission Statement at its 2013 Strategic Planning Conference:

To advance the professional, economic, social, educational and working conditions of Deputy District Attorneys represented in the Bargaining Unit.



ASSOCIATION OF DEPUTY DISTRICT ATTORNEYS

The Association of Deputy District Attorneys (ADDA) is the professional association for DDAs of Los Angeles County. We are committed to improving the working lives of our Members through representation and negotiation with the County. We strive to promote a positive work environment that allows our Members to focus on their role as the primary guardians of justice in the courts. The gains we have made took tremendous time and energy. We are now in a position to build upon our hard-won victories and make real progress in wages, benefits, and working conditions for the nearly 1,000 DDAs we have the privilege to represent.

We Work for the People

Los Angeles County is home to more than 10 million residents, many of whom unfortunately become victims of crime. Working with law enforcement, our Members prosecute over 70,000 felonies and over 100,000 misdemeanors a year. In representing the people of the State of California, our goal is to seek justice. Justice for victims. Justice for the innocent. Justice for the guilty. Justice for all.

Committees

- **Bylaws Revision:** Marc Debbaudt, Michele Hanisee, Anthony Colannino, James Evans
- **Communications:** John Harrold, Bobby Grace, Eric Siddall, Michael Fern
- **Contract Negotiations:** Marc Debbaudt, Michele Hanisee, James Evans
- **Endorsement:** Bobby Grace
- **Legislation:** Michele Hanisee, Michael Fern, Dan Felizzatto
- **Medical:** Bobby Grace
- **Membership Outreach:** Craig Gold, James Evans
- **Political Endorsement:** Eric Siddall, Bobby Grace
- **Security Screening:** Michele Hanisee

MAJOR ACHIEVEMENTS SINCE JANUARY 2015

The ever-changing laws and negative public perception of law enforcement as a whole has created a significant need for a strong Association to act as the voice of the prosecutors in this office. In response to this need, the ADDA has increased its efforts to assist Members in grievance and disciplinary issues, collective bargaining, and job security. The ADDA further strengthened protection of our Members by forming alliances with related labor partners in Sacramento. In a matter of a few months, the ADDA has become one of the most influential voices for public safety in the political arena. We have worked tirelessly to ensure that our prosecutors receive the protections and benefits they deserve. Today, we are stronger than ever and we remain steadfastly dedicated to our mission.

Since starting our blog in March of 2015, the ADDA has been quoted in or interviewed by the following:

The Wall Street Journal
The Daily News
The Sacramento Bee
The Washington Post
City News Service
Met News

Orange County Register
KABC AM
KFI AM
NBC
NPR

Internal Organization

In an epic replay of the *“Battle of David & Goliath,”* the Membership voted overwhelmingly to disaffiliate from AFSCME and to form an independent Association.

In 2015 the ADDA:

- **Hired highly experienced professional staff:**
 - ↳ **Executive Director:** John Rees
 - ↳ **Executive Assistant:** Juliana Konze
 - ↳ **Human Resources Consultant:** Cathy O’Brien
- **Secured new professional offices at the Gas Company Towers downtown. We now have a real home.**
- **Developed and maintained a new and substantial website.**
- **Hired highly experienced professional consultants:**
 - ↳ **General Counsel:** Richard A. Shinee, Esq.
Law Offices of Green & Shinee
 - ↳ **Finance & Accounting:** Rita Villa & John Pooley, CPA’s
 - ↳ **Communications:** Eric Rose, Matt Knabe & Paul Haney
Englander, Knabe & Allen
 - ↳ **Legislative Advocacy:** Tim Yaryan, Esq.
Law Offices of Timothy H. B. Yaryan
 - ↳ **Information Technology:** Stefan Brankovic
Parab3llum Enterprises

External Organization

Negotiated a new Memorandum of Understanding (MOU or contract) with the District Attorney and the Board of Supervisors that was overwhelmingly ratified by 96.99% of the Membership.

ADDA EVOLUTION

- **03/24/08:** March 24, 2008, ADDA was recognized by the Los Angeles County Employee Relations Commission (ERCOM) as the certified-majority representative (e.g., bargaining agent) for DDAs Grades I, II, III & IV.
- **05/05/11:** ADDA entered into an affiliation agreement with AFSCME.
- **01/07/15:** ADDA Members voted overwhelmingly to disaffiliate with AFSCME.
- **07/23/15:** ADDA executed a Tentative Agreement (TA) for a successor MOU with the Board of Supervisors and the District Attorney.
- **08/26/15:** The TA for a successor MOU was overwhelmingly ratified by 96.99% of the Membership.

HARNESSING TECHNOLOGY

Website: ADDA launched a new website (www.laadda.com) which provides information not only to Members and prospective Members, but also to the media and the public. It features accurate, news and information about the organization, the board, staff and key issues. The site also has an updated calendar of events and relevant news, including access to the “Monday Morning Memo” and recent news coverage of ADDA. A password-protected Members-only section is under construction.

- **Facebook:** ADDA also recently joined Facebook (www.facebook.com/lacountyadda) as another way to reach Members and key stakeholders. In a single month, the page posted important information about the status of ADDA contract, timely law enforcement news and legislative issues.

- **E-Communications:** ADDA uses targeted electronic communications to keep in regular contact with our Members, colleagues, supporters and other stakeholders on a regular basis. Starting with a basic email distribution list of 350 in early 2015, we have steadily added key stakeholders to our outreach network. Our nine robust distribution lists include news media, local and state government officials, law enforcement personnel and prosecutors across the nation. Our targeted communications now reach nearly 3,800 readers and media outlets and that number is growing monthly.
 - ⇒ Monday Morning Memo arrives in inboxes before the start of each work week. It provides a quick-read on current news of interest to Members, colleagues and others. Regular topics include prosecutions, convictions and sentencing, law enforcement, courts, legislation, new laws, county government and prisons.
 - ⇒ ADDA Directors and Members regularly write blogs that are sent to targeted e-mail distributions lists and posted on our website, www.laadda.com. We have written about everything from ride-sharing, protecting your pension benefits, the disaster that Proposition 47 is to prosecutor safety and the state parole board's incomprehensible decision to free convicted cop killer Voltaire Williams.
 - ⇒ Frequently, the blogs elicit interest from news editors and producers who are always looking for fresh perspectives on key issues of the day. A number of our blogs have been reprinted with our permission in publications and posted on other websites. This regular exposure enhances ADDA's profile while building trust and credibility in the communities we serve.
- **E-Surveys:** ADDA used an e-survey to solicit data regarding law school debt to assess the overall need by Members for educational cost reimbursement or possibly educational stipends that may be applied to current CLE requirements or to past educational expenses. The data obtained from the survey was used as added leverage at the bargaining table in securing the new contract.

MOU INFORMATION

Over the summer, ADDA Members overwhelmingly voted to ratify the Tentative Agreement for a new salary contract with Los Angeles County. The highlights include:

- **Term of Agreement: 3 years** (10/01/15-09/30/18)

- **Negotiated Cost Of Living Adjustments (COLA)—10% over 3 years:**

⇒ 10/01/15	3% base pay increase
⇒ 10/01/16	3% base pay increase
⇒ 10/01/17	2% base pay increase
⇒ 04/01/18	2% base pay increase

- **Most Favored Nations Clause Protection:**

- ⇒ **COLA Protection:** If any other LA County bargaining unit secures a more favorable general COLA, ADDA Members shall receive the same benefit.
- ⇒ **Longevity Pay Protection:** If any other LA County bargaining unit (that does not currently have this benefit) secures Longevity Pay during this cycle of bargaining, then ADDA Members shall receive the same benefit.

- **Other Represented County Attorney Unit Protection:** Any and all compensation increase(s) that the County agrees to grant to any other represented County attorneys will be extended to ADDA Members.

- **Promotional Exam Policy:** In an extensive parallel dialog with DA management, including District Attorney Jackie Lacey herself, the parties have agreed to review the existing practice and investigate alternatives to the much-despised written knowledge component.

- **Transfer Policy:** Many ADDA Members have also expressed considerable dissatisfaction over the current Transfer Policy. While not wanting to hold up a settlement with what will likely be a protracted dialog/investigative process, the TA provides ADDA with the vehicle to address this and other issues with DA management through the previously negotiated Joint Labor Management Committee.
- **New Article 33 – Mandatory CLE Professional Development And Training:** Some ADDA Members have expressed concern over the fairness by which training monies are distributed within the Office. To that end, the contract negotiating team (CNT) was able to negotiate a new contract provision with management that states in pertinent part:

“(M)anagement will grant as equitably as possible to all Members of the bargaining unit paid County time to attend work-related educational programs such as conferences, workshops, seminars, or symposiums that offer approved MCLEs...Such approval shall not be unreasonably denied.”

Should any ADDA Member have concerns over the administration of what has been an exclusive management right, the matter IS subject to appeal through the previously negotiated Grievance Procedure.

- **Key Considerations:** The Board of Directors and CNT have:
 - ☞ Ensured that ADDA Members receive a salary increase that is above projected cost of living increases.
 - ☞ Avoided **any** concessions or “give-backs” to the County or the DA’s Office by ADDA Members.
 - ☞ Secured Most Favored Nations Clause protection for ADDA Members with respect to: COLA, Longevity Pay, and other compensation achieved by other represented Attorneys.

LEGISLATION ACTIVITIES

ADDA has become one of the most politically influential voices on public safety issues at the state and local levels for issues that affect you and our communities. We have a presence at the Board of Supervisors and in Sacramento. The main focus of our legislative program is issues impacting wages, hours, and working conditions professional prosecutors. That has not however, precluded us from using our influence on other matters of concern to public safety.

Lobbying on your behalf, we meet regularly with elected officials and make endorsements in campaigns. We count on our Members to advise us on issues relevant. Our goal is to keep our Members abreast of legislative issues impacting them and their communities and to use our political power to benefit prosecutors and public safety as a whole.

Our Association began the 2015-2016 Legislative Session by retaining the Law Offices of Timothy Yaryan to represent us in Sacramento. Mr. Yaryan’s firm specializes in representing public safety unions, including, among others, the Association for Los Angeles Deputy Sheriffs, the Los Angeles Police Protective League, and the Los Angeles Deputy Probation Officers’ Union. Vice President Michele Hanisee took the reins as Legislative Chair, screening bills and amendments and traveling to Sacramento for monthly meetings to discuss legislative issues with other public safety advocates.

This session, we reviewed over 2,700 bills, resolutions, and constitutional amendments, focusing on public safety and public employee benefits. Our principal public safety emphasis this session was on restoring many of the “loopholes” and problems posed by passage of Proposition 47. We supported bills that would restore felony status to theft of a firearm, require DNA samples from persons who would have been felons pre-Prop. 47, and prohibit pre-Prop. 47 felons from carrying firearms. We were successful in defeating a bill requiring the Attorney General to become the lead prosecutor in cases involving use of deadly force by peace officers. We were also successful in defeating a bill requiring a criminal conviction before recovery of seized assets.

Our focus on public employee benefits was mainly on the Reed/De Maio pension initiative which would set pension caps and divest current employees from pension benefits. It would also undermine collective bargaining by giving voters power to disapprove any new employee benefits. We sit on the Executive Committee of *Californians for Retirement Security* (CRS), a

pro-labor group formed to defeat Reed/De Maio. We participate in making strategic decisions on campaign, media, legal analysis, and other issues. Defeating Reed/De Maio will be a top priority for ADDA going!

POLITICAL ENDORSEMENT ACTIVITY

The mission of the Political Endorsement Committee (PEC) is to exercise influence over the political bodies that affect our profession and our working conditions.

Why do we make political endorsements or support candidates and issues? Because doing so provides ADDA with a voice in the political process on issues that effect the working conditions and benefits of DDAs.

ADDA serves our Members by working toward improving working conditions, benefits, and wages for those who seek justice. To this end, ADDA participates in the elective process in a proactive manner through political endorsements of candidates and issues. Our involvement helps us ensure that the interests of the men and women in the DA's Office — and the people we serve in LA County are represented. As members of the judicial system, it is imperative that we are well-educated on the local, county, regional, state and national political processes and legislation that affect our daily lives, and our PEC serves as your voice in that process, as well as an important resource on candidates and issues. ADDA has established the following endorsement process in its political action program to ensure all candidates or issues are evaluated equally, on a non-partisan basis.

How ADDA Makes Endorsements

After a formal and standardized process, which includes questionnaires and interviews by the PEC, candidates are invited to a screening interview with the Directors and the PEC members to judge the qualifications of each candidate and the outcome an endorsement would have on ADDA. The following criteria (in some cases, only those portions of the criteria that are applicable) are used in determining whether a candidate will receive the coveted ADDA endorsement:

- Complete questionnaire provided by ADDA.
- Position on current ADDA issues.
- Ability to conduct a viable campaign.
- Character and personal integrity.
- Incumbency.
- Voting records of an incumbent.
- Leadership position.
- Past active support and assistance of issues deemed important to ADDA.
- Bill/motion sponsorship or support while an elected official.
- General interest in and commitment to public safety, officer safety, criminal justice and public employee issues.

THE 2016 ADDA AGENDA

- Internal
 - ✦ ADDA Awards Dinner— October 22nd at the Millennium Biltmore Hotel.
 - ✦ Ratification of proposed revisions to ADDA's Bylaws.
 - ✦ Election of new Board of Directors.
 - ✦ Adoption of a Member Legal Representation Plan.

• External

- Continued collaborative work with District Attorney management to revise the current promotional policy.
- Continued vocal opposition to the statewide Reed/DeMaio Pension Reform Initiative.
- Engagement in the election processes for successors to retiring Supervisors Mike Antonovich and Don Knabe.
- Meet with State and County officials, and propose statewide legislation for bypassing security screening.

CALL FOR HELP

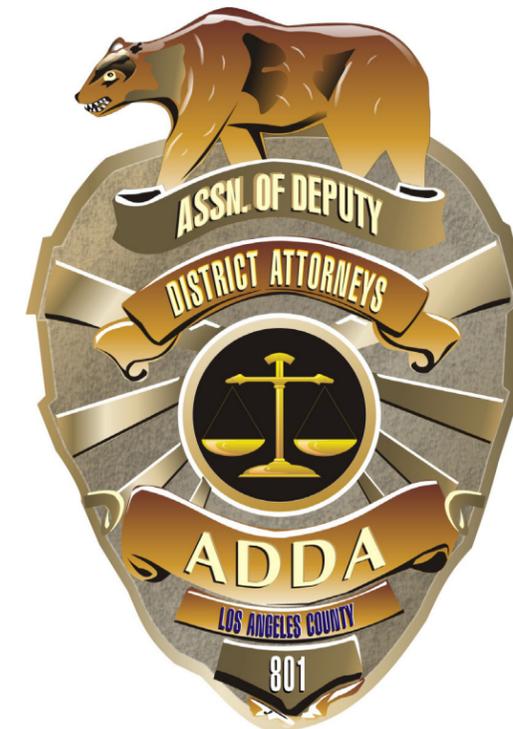
If you are already a full-service Association Member, we encourage you to get involved. If you are not yet a full-service Member, please join us. We need everyone's support to fund our:

- **Battle against the Reed/DeMaio Pension Reform Initiative.**
- **Security Bypass efforts.**
- **Efforts to overcome the County Charter prohibition that creates unreasonable job limitations on DDAs.**
- **Battle against the next Proposition 47-type voter initiative (which could eliminate the need to post bail for release).**
- **Internet privacy service.**
- **Community and public outreach efforts.**

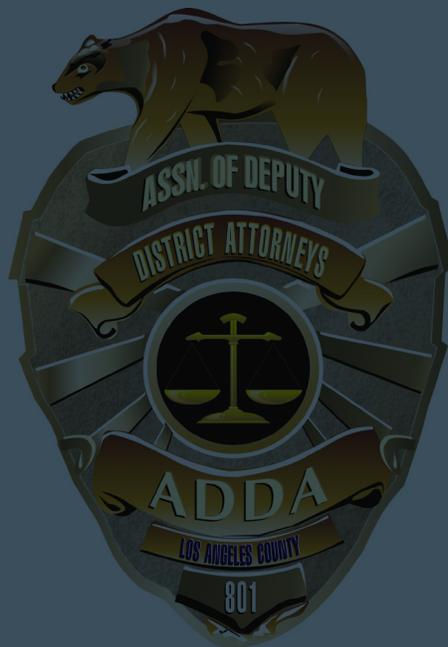
Clearly, for a mere ten dollars a month, full-service Membership is an investment in your future and the security of your family as well. Together, with your support as a full-service Member, we have a stronger voice and a greater impact.

With your assistance, we have a better chance of attaining our goals, and in some cases, it could mean that we attain them sooner rather than later!

We hope you found our first-ever Annual Report informative and useful. We look forward to continuing to serve you.



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