

M. BMT

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Management Proposal
New Article – Workload Analysis
April 7, 2022

Management and the Union agree to the commissioning of a workload study that will utilize data collected through the Client Case Management System (CCMS), the Department's official system of record, to recommend and/or validate methods of measuring the complexity of cases and guide the parties to establishing appropriate workload standards for Deputy Public Defenders.

The parties recognize that different cases require different levels of work. The parties also recognize that only using an average case count for all attorneys is no longer the most reliable measure of workload. An independent workload study is an accepted method to determine an appropriate threshold workload. Utilizing data extracted from CCMS, the workload study will analyze the complexity of the case, and the time it takes to complete the work in order to assess an appropriate threshold. Therefore, the parties agree that a workload study will be commissioned to be conducted by an outside organization, experienced in conducting attorney workload analysis. The parties agree to target commencement of the study within six months of the ratification of this MOU.