

MbMT 8/4/2022

LA County Public Defenders Union Local 148
MOU Negotiations
August 4, 2022
Union Counter-Proposal – Workload

Management Proposal

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.~~ **The consultant will gather and review information from internal and external subject matter experts regarding workload factors and evaluate the Department's new case complexity framework by assessing the case weight methodology, including factor-weighted formulas and resulting complexity scores. Any potential enhancements to the case complexity framework should be identified, and where these exist, recommendations should be made to enhance the scoring framework. This could include, but should not be limited to, incorporating, methodologies from other industry-recognized workload study models if these methodologies provide enhancements to the framework. The study shall also recommend target workload ranges for attorneys.**

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. **Following completion of the study, the parties agree to bargain over the appropriate workload ranges for Department attorneys.**