



**Human Resources and  
Development  
COUNTY OF TULARE  
AGENDA ITEM**

**BOARD OF SUPERVISORS**

ALLEN ISHIDA  
District One

PETE VANDER POEL  
District Two

PHILLIP A. COX  
District Three

J. STEVEN WORTHLEY  
District Four

MIKE ENNIS  
District Five

**AGENDA DATE:** December 15, 2015

Public Hearing Required	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Scheduled Public Hearing w/Clerk	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Published Notice Required	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Advertised Published Notice	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Meet & Confer Required	Yes	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Electronic file(s) has been sent	Yes	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Budget Transfer (Aud 308) attached	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Personnel Resolution attached	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Agreements are attached and signature line for Chairman is marked with tab(s)/flag(s)	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
CONTACT PERSON: Rhonda Sjostrom		PHONE: 636-4900		

**SUBJECT:** Adoption of the proposed Side Letter of Agreement with the Tulare County Deputy Sheriff's Association.

**REQUEST(S):**  
That the Board of Supervisors:  
Approve the Side Letter of Agreement with the Tulare County Deputy Sheriff's Association.

**SUMMARY:**  
The County of Tulare and the Tulare County Deputy Sheriff's Association (TCDSA) have met and conferred concerning the requirements for Deputy Sheriff I's assigned to the Court Services Unit to be flexibly promoted to the Deputy Sheriff II level in the Court Service Unit.

A previous side letter of agreement on this matter was approved by the Board of Supervisors on April 14, 2015 which included a requirement that a Sheriff's Deputy I's needed to complete Field Training prior to becoming a Sheriff's Deputy II. This requirement is now being amended and completion of Field Training will only be required for the Sheriff's Deputy I's who were hired on or after July 1, 2015 to become a Sheriff's Deputy II.

Sheriff Deputy I's hired before June 30, 2015 that are currently assigned to the Court Services Unit shall be promoted to the Sheriff's Deputy II level as soon as administratively possible, after Board of Supervisors approval of this side letter of agreement.

**SUBJECT:** Adoption of the proposed Side Letter of Agreement with the Tulare County Deputy Sheriff's Association

**DATE:** December 15, 2015

Correctional Deputies who are working in the detentions area of Court Services will remain in their current classification while under-filling the Sheriff's Deputy II allocation.

This amended agreement replaces the side letter adopted on April 14, 2015.

**FISCAL IMPACT/FINANCING:**

By flexibly promoting Sheriff's Deputy I positions to the Sheriff's Deputy II level there is an increase of approximately \$3,830 per position. The total for all positions being flexibly promoted is \$199,160. However, there will be no net County cost to the Sheriff's operating budget as the revenue received from the State for court security will offset the increase.

**LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:**

Organizational Performance: Provide a qualified, productive and competitively compensated County workforce.

**ADMINISTRATIVE SIGN-OFF:**

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Rhonda Sjostrom  
Human Resources Director

Cc: Auditor-Controller  
County Counsel  
County Administrative Office (2)  
Sheriff's Office  
TCDSA

Attachment(s) Side Letter of Agreement

**BEFORE THE BOARD OF SUPERVISORS  
COUNTY OF TULARE, STATE OF CALIFORNIA**

IN THE MATTER OF APPROVAL OF SIDE )  
LETTER AGREEMENT WITH THE ) Resolution No. \_\_\_\_\_  
DEPUTY SHERIFF'S ASSOCIATION ) Agreement No. \_\_\_\_\_  
)

UPON MOTION OF SUPERVISOR \_\_\_\_\_, SECONDED BY  
SUPERVISOR \_\_\_\_\_, THE FOLLOWING WAS ADOPTED BY THE  
BOARD OF SUPERVISORS, AT AN OFFICIAL MEETING HELD December 15, 2015  
\_\_\_\_\_, BY THE FOLLOWING VOTE:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

ATTEST: MICHAEL C. SPATA,  
COUNTY ADMINISTRATIVE OFFICER/  
CLERK, BOARD OF SUPERVISORS

BY: \_\_\_\_\_  
Deputy Clerk

\* \* \* \* \*

Approved the Side Letter of Agreement with the Tulare County Deputy Sheriff's Association.