



Human Resources and Development COUNTY OF TULARE AGENDA ITEM

BOARD OF SUPERVISORS

KUYLER CROCKER
District One

PETE VANDER POEL
District Two

AMY SHUKLIAN
District Three

J. STEVEN WORTHLEY
District Four

MIKE ENNIS
District Five

AGENDA DATE: April 3, 2018

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: Side Letter of Agreement regarding Uniforms for Emergency Dispatchers and Fire Inspectors.

REQUEST(S):

That the Board of Supervisors:

Approve a side letter agreement with the Service Employees International Union, Local 521 (SEIU) regarding uniforms for Emergency Dispatchers and Fire Inspectors in the Fire Department and Emergency Dispatchers in the Sheriff's Office.

SUMMARY:

The Fire Department and the Sheriff's Office have Emergency Dispatch divisions as part of their public safety operations. In order to promote professional appearance and identification as County employees in their respective departments, Emergency Dispatchers and Fire Inspectors in the Fire Department and Emergency Dispatchers in the Sheriff's Office shall be required to adhere to uniform appearance standards established by the Fire Department and the Sheriff's Office.

For the Emergency Dispatchers in both the Fire Department and the Sheriff's Office, a uniform provides a professional appearance for employees that are working within a public safety environment. Additionally, for Emergency Dispatchers in the Fire Department, a uniform provides for immediate identification when serving as part of an out-of-County mutual aid response team. For Fire Inspectors, a uniform provides for immediate identification to the public and other responders during field investigations and emergencies.

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Based on operational needs, the annual uniform allowance is as follows: \$750 for Fire Inspectors and \$500 for Emergency Dispatchers in the Fire Department and \$250 for Emergency Dispatchers in the Sheriff's Office.

For employees hired after the Board of Supervisors approval of this agreement, they shall receive a \$250 voucher from the Sheriff's Office in sufficient time to allow for the purchase of the required uniform prior to working their first shift. The \$250 voucher must be used within 60 days of receipt. Thereafter, the \$250 uniform allowance will be paid in two equal gross cash payments in the first pay periods in June (\$125) and December (\$125).

For employees hired between January 1, 2018 up to the date of the Board of Supervisors approval of this agreement, within 30 days of approval of this agreement, they shall receive a credit in the amount of \$500 for Emergency Dispatchers and \$750 for Fire Inspectors. These employees shall be eligible for their next uniform allowance on July 1, 2019. For employees hired after approval of this agreement through June 30, 2018, they shall receive a credit of \$500 for Emergency Dispatchers and \$750 for Fire Inspectors in sufficient time to allow for the purchase of the required uniform prior to their start of their first shift. These employees shall be eligible for their next uniform allowance on July 1, 2019.

For employees hired between July 1, 2018 - December 31, 2018, they shall receive a credit of \$500 for Emergency Dispatchers and \$750 for Fire Inspectors in sufficient time to allow for the purchase of the required uniform prior to the start of their first shift. These employees shall be eligible for their next uniform allowance on July 1, 2019. Thereafter, employees hired between July 1 through December 31 shall be eligible for a new uniform allowance in the following calendar year on July 1st.

For employees that are hired between January 1, 2019 - June 30, 2019 shall receive a credit (\$750 for Fire Inspector and \$500 Emergency Dispatchers) in sufficient time to allow for the purchase of the required uniform prior to the start of their first shift. These employees shall be eligible for their next uniform allowance on July 1, 2020. Thereafter, employees hired between January 1 through June 30 shall be eligible for a new uniform allowance in the following calendar year on July 1st.

SEIU and County representatives from the Fire Department, Sheriff's Office, and Human Resources and Development have met and conferred on this matter resulting in the proposed side letter of agreement (attached), subject to Board approval.

FISCAL IMPACT/FINANCING:

The annual cost for the Fire Department is approximately \$8,000 and the annual cost for the Sheriff's Office is approximately \$6,250. The total annual cost is

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approximately \$14,250. The Fire Department has already accounted for the costing in their current budget and the Sheriff's Office will pay for such costs through their internal budgeting process.

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

This item is consistent with Organizational Performance in order to promote an organization that continuously demonstrates the value of its employees in fulfilling the County mission.

ADMINISTRATIVE SIGN-OFF:

Rhonda Sjostrom
Human Resources Director

cc: Auditor-Controller
County Counsel
County Administrative Office (2)
Sheriff's Office
Fire Department
SEIU

Attachment(s) Side Letter of Agreement

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

**IN THE MATTER OF SIDE LETTER OF
AGREEMENT REGARDING UNIFORMS)
FOR EMERGENCY DISPATCHERS AND)
FIRE INSPECTORS
)**

**Resolution No. _____
Agreement No. _____**

UPON MOTION OF SUPERVISOR _____, SECONDED BY
SUPERVISOR _____, THE FOLLOWING WAS ADOPTED BY THE
BOARD OF SUPERVISORS, AT AN OFFICIAL MEETING HELD April 3, 2018
_____, BY THE FOLLOWING VOTE:

AYES:
NOES:
ABSTAIN:
ABSENT:

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

BY: _____
Deputy Clerk

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