



**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
EDDIE VALERO
District Four
DENNIS TOWNSEND
District Five

AGENDA DATE: March 17, 2020 - **REVISED**

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: Approval of Side Letter of Agreement with the District Attorney Criminal Investigators Association of Tulare County, Bargaining Unit 22.

REQUEST(S):
That the Board of Supervisors:
Approve the attached Side Letter of Agreement between the County of Tulare and the District Attorney Criminal Investigators Association of Tulare County, (DACIATC) Bargaining Unit 22 expanding the eligibility of Career Development to the Supervising Investigators effective March 29, 2020.

SUMMARY:
The current Memorandum of Understanding (MOU) between Tulare County and the DACIATC, Bargaining Unit 22, was approved by the Board of Supervisors on November 5, 2019. The MOU is for the period of July 1, 2019 - June 30, 2021. There are 33 allocated District Attorney Investigators, Supervising Criminal Investigators, and Welfare Investigators, in Bargaining Unit 22 represented by DACIATC.

The MOU adopted instituted a Career Development Program compensating Investigators who were in BU 22 on or after July 1, 2019 at Level I - \$850.00 per year, and Level II – \$1,500 per year. These are non-cumulative payments. Subsequently the union and department desired to expand eligibility for Career Development to the four allocated Supervising Investigators. This side letter would allow the employees to receive Level II of the Career Development Plan, payment of \$1,500 per year provided they have:

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DATE:

- 1) Nine (9) years of continuous service;
- 2) Possession of POST Intermediate Certificate;
- 3) Completion of 120 hours of job related education or training as identified by department; and
- 4) PAF of 6 or higher.

The Side Letter is effective upon ratification by the Board of Supervisors. The Career Development Pay will be effective the first full pay period after ratification.

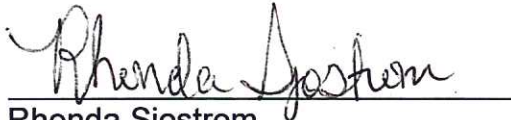
FISCAL IMPACT/FINANCING:

The cost estimate for the expansion of the Career Development Pay is approximately \$6,000 annually. If approved, the increases will be absorbed in the departmental budget for Fiscal Year 2019/20.

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

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

ADMINISTRATIVE SIGN-OFF:



Rhonda Sjoström
Human Resources Director

cc: County Administrative Office
District Attorney
Child Support Services
DACIATC

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 OF AGREEMENT WITH THE) Resolution No. _____
DISTRICT ATTORNEY INVESTIGATORS) Agreement No. _____
ASSOCIATION OF TULARE COUNTY,)
BARGAINING UNIT 22)

UPON MOTION OF SUPERVISOR _____, SECONDED BY
SUPERVISOR _____, THE FOLLOWING WAS ADOPTED BY THE
BOARD OF SUPERVISORS, AT AN OFFICIAL MEETING HELD March 17, 2020 BY
THE FOLLOWING VOTE:

AYES:
NOES:
ABSTAIN:
ABSENT:

ATTEST: JASON T. BRITT
COUNTY ADMINISTRATIVE OFFICER/
CLERK, BOARD OF SUPERVISORS

BY: _____
Deputy Clerk

* * * * *

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Unit 22 expanding the eligibility of Career Development to the Supervising
Investigators effective March 29, 2020.