

Administration Building  
2800 W. Burrel Ave.  
Visalia, California 93291  
TEL: (559) 733-6531  
FAX: (559) 733-6318  
www.co.tulare.ca.us

# County of Tulare



**C. Brian Haddix**  
County Administrative Officer

**Kristin Bennett, Assistant**  
County Administrative Officer

**Agenda Date:** July 18, 2006

Item # \_\_\_\_\_

## **RE: LISTING OF DELEGATIONS TO CAO – JUNE, 2006**

Pursuant to delegated authority and within appropriations and policy of your Board, the County Administrative Officer has taken actions, as indicated below, authorizing those personnel actions listed and executing the following agreements during the month of June, 2006, and request your ratification of same.

### **Personnel/Payroll Changes:**

#### **Public Defender:**

Approved addition of one Attorney, DA/PD V for Pre-Trial office

#### **WID:**

Approved WID reorganization due to increase in customer usage of services and integration of workforce development agencies into the county-wide one-stop system.

### **Good Works Funding Agreements:**

No. 22745: Tulare Emergency Aid Council – Support community activities	\$300
No. 22746: Three Rivers Lions Club – Support community activities	\$2000
No. 22756: Visalia Chamber of Commerce – Support community activities	\$500
No. 22757: Cutler Latin American Club – Support community activities	\$2000

### **Administrative Sign Off:**

A handwritten signature in black ink, appearing to be "C. Brian Haddix", written over a horizontal line.

**C. Brian Haddix**  
County Administrative Officer

CBH:ph

Cc: Jerry Messinger, Auditor/Controller  
Kathleen Bales-Lange, County Counsel  
Tim Huntley, Human Resources Director  
Paul Guerrero, Budget Technician

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

IN THE MATTER OF RATIFIED )  
ACTIONS BY THE COUNTY )  
ADMINISTRATIVE OFFICER )  
DURING THE MONTH OF )  
JUNE 2006 )

RESOLUTION NO. \_\_\_\_\_

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

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

ATTEST: C. BRIAN HADDIX  
COUNTY ADMINISTRATIVE OFFICER/  
CLERK, BOARD OF SUPERVISORS

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

\* \* \* \* \*

Approved ratified actions taken by the County Administrative Officer during the month  
of June, 2006.

CAO DELEGATED ACTION REQUEST  
( Send ORIGINAL to the CAO)

- 1. Requested Action: [ ] Advanced Step Hire [ ] Waiver of Personnel Rule [ ] Salary Increase
[ ] Full Bilingual Pay [ ] Moderate Bilingual [ ] Reclassification
[ ] Establish Parallel Position [ ] Adopt Class Specification [ ] Approve Reorganization
[X] Other: Addition of one Attorney, DA./PD V for Pretrial office

2. Position Location: Department Name: Public Defender Agency Number: 210

To What Location: Org(s) Cost Dist.: 100 % Dept. ID-6 Digit #: 001-210 Jobcode #: 005052
From What Location: Org(s) Cost Dist.: Dept. ID-6 Digit #: Jobcode #:
Position Number: new Classification: Attorney, DA/PD V Name:

3. Reason for Action:

The Tulare County Pretrial facility opened April 10, 2006. The department is staffing the courtroom with two attorneys five days a week. When the pretrial facility opened, we were already understaffed and trying to adequately cover the existing courtrooms in Visalia, Tulare, Porterville, Dinuba, and the Juvenile Justice center. With the opening of the pretrial facility, we are using two supervising attorneys to staff the courtroom, taking them away from their full-time regular duties of scheduling attorney court calendars, handling the most difficult cases in the office, and supervising staff. We have been able to operate in the pretrial courtroom with existing attorneys on a temporary basis. However, in so doing, supervisors have been taken from their management responsibilities because there are simply no staff attorneys available to regularly work 5 days a week in the pretrial courtroom.

RECEIVED

MAY 05 2006

TULARE COUNTY ADMINISTRATIVE OFFICE

4. Requested Waivers and/or exercise of Authority: (List Personnel Rule)
Personnel Rule 3

5. Funding Source: [X] General Fund: 100% [ ] Other (list below): %
Fiscal Impact-Cost of Request \$It is anticipated that we will underfill the Atty V position with an Atty I - Annual salary cost for starting Atty I: \$45,645 plus benefits.

6. Department/Agency Head Signature:

to HR 5-11-06

Michael Sletky Signature Public Defender Title 5/5/06 Date

7. County Human Resources Review and Recommendation:

- [X] Approve [ ] Deny [ ] Modify
Meet and Confer required? [ ] Yes [X] No If yes, completed? [ ] Yes [ ] No

Initials: [Signature] Date: 5/26/06

CC-N.R. CC-Dept And Del Rpt PG File Analyst

8. CAO Review:

- [X] Approve [ ] Deny [ ] Modify

Initials: [Signature] Date: 6/19/06



**LAW OFFICES OF THE PUBLIC DEFENDER**  
County of Tulare

**Michael Sheltzer**  
Public Defender

**RECEIVED**

Main Office  
Courthouse Room G-35  
221 S. Mooney Blvd.  
Visalia, CA 93291  
(559) 733-6693  
Fax: (559) 733-6113

MAY - 5 2006  
TULARE COUNTY  
ADMINISTRATIVE OFFICE

Juvenile Division  
Juvenile Justice Division  
11200 Ave. 368, Room 103  
Visalia, CA 93291  
(559) 713-3200  
Fax: (559) 713-3229

**MEMORANDUM**

**TO:** Brian Haddix, CAO  
**FROM:** Michael Sheltzer, Public Defender *MS*  
**SUBJECT:** New Positions for Pretrial Facility  
**DATE:** May 5, 2006

I offer the following to put into perspective my requests for additional personnel and why the timing is important.

The opening of the pretrial facility is a very positive development in the administration of justice for Tulare County. I am extremely happy that the Public Defender Office has been instrumental in making that happen. From the outset, seven years ago, it was anticipated that to effectively manage the accelerated receipt of paperwork from the courts we would require additional clerical and paralegal assistance. Attached is our request for that clerical position. Further, it has always been acknowledged that at least an additional attorney would be necessary to handle the new courtroom and caseload.

The workload at the pretrial facility is unexpectedly high and extremely fast paced. In the first 18 days of operation we have opened approximately 1200 cases and serviced about 805 clients. The amount of paperwork and the speed with which it must be processed and analyzed is staggering. The speedy pace inside the courtroom presents its own challenges. I have been staffing the court primarily with management attorneys and a paralegal that was reassigned from other duties. As their schedules permit, staff attorneys have been assigned to the pretrial calendar as well, but no one is available to handle the added workload on a regular basis. On heavy days as many as 3 attorneys have been utilized in the facility. Two of my three supervising attorneys are assigned to death penalty cases. The third just tried a capital case and is handling the bulk of the

pretrial facility calendars. These managers cannot devote adequate time to their supervisory responsibilities.

In our budget for FY 05/06 we requested 3 attorneys to meet the challenges presented by the Court's reorganization to direct calendar departments. We were given 1 attorney. In anticipation of the opening of the pretrial court we received an additional attorney position. When the pretrial facility did not open as expected, we effectively utilized that attorney to handle ordinary caseload responsibilities. Thus, prior to actually staffing the pretrial facility in April, we were still short a needed attorney to efficiently handle the daily caseload.

As you know, we have had difficulty filling attorney positions over the last year and have had the unexpected departure of several very experienced deputy public defenders. In addition, I have one senior attorney on maternity leave (and do not anticipate that she will return) and another who is on an extended medical leave of absence suffering from cancer.

The office is not sufficiently staffed to accommodate these absences and to absorb the 5 day-a-week workload at the pretrial facility for any extended period of time. I would like permission to add an additional attorney position now because the need is immediate. As I mentioned to you the other day, I plan to make the requests for more attorneys during the regular budget process, but the pretrial workload creates a critical need.

**CAO DELEGATED ACTION REQUEST**

[Send two copies to the HR Director.]

MAR 31 2006

TULARE COUNTY  
ADMINISTRATIVE OFFICE

1. **Requested Action:**  Advanced Step Hire  Reclassification  Salary Increase  
 Salary Reduction  Waiver of Personnel Rule \_\_\_\_\_  Bilingual Pay  
 Establish Parallel Position  Adopt Class Specification  Approve Reorganization  
 Vacation Accrual Waiver  Other \_\_\_\_\_

- For each employee and/or position included in this action list  
Employee ID number, name, class and position number.

- a. Workforce Development Registration Technician (5): Reclass to Workforce Development Specialist I, salary grade 857. (Positions to be flexibly staffed with Workforce Development Specialist II)
- b. Workforce Development Specialist (21): Reclass to Workforce Development Specialist II, salary grade 926.
- c. Workforce Development Supervisor: (3): Change to salary grade 197.
- d. Workforce Development Analyst (4): Reclassify 4 positions to Business Resource Specialist, salary grade 221, move to bargaining unit 19.
- e. Workforce Development Analyst (4): Change to salary grade 221, bargaining unit 19.
- f. Workforce Development Marketing Analyst (1): Retitle Workforce Development Marketing Specialist, change to salary grade 221, bargaining unit 19.
- g. Senior Workforce Development Analyst (5): Reclassify to Workforce Development Program Coordinator, salary grade 935, bargaining unit 19.
- h. Senior Workforce Development Analyst (1): Reclassify to Senior Workforce Development Marketing Specialist, salary grade 935, bargaining unit 19.
- i. Administrative Services Officer I (1): Reclassify to Administrative Services Officer II, salary grade 698.
- j. Employment Connection Site Coordinator (2): Change to salary grade 221.
- k. Workforce Development Manager – Operations (1): Change to salary grade 698.
- l. Assistant Workforce Development Administrator (1): Change to salary grade 713.
- m. Workforce Development Administrator (1): Change to salary grade 440.
- n. Facility Attendant (3): Change to salary grade 842.
- o. Office Assistant III (3): Reclassify to Office Assistant IV
- p. Senior Account Clerk (1): Reclassify to Principal Account Clerk

2. **Reason for Action:**

With the passage of WIA,, the need for changes in staff functions occurred due to the tremendous increase in customer usage of services and integration of workforce development agencies into the county-wide one-stop system. The development and implementation of this integration became the sole responsibility of the WIB staff thus responsibilities and functions increased tremendously. Services are no longer limited by income eligibility, as a result staff has had to become directly involved in providing services to a much greater number of clients. The level and type of services provided has become more varied and complex, and staff has had to become knowledgeable about partner services as well as the necessity of a Professional Development Center for cross training for all partners, including WID staff throughout the county.. The following is a comparison of customer activity at the one-stop centers under JTPA compared to WIA):

VISALIA	PORTERVILLE	TULAR/E	DINUBA	TOTAL-ANNUAL *
JTPA 4,800	2,400	1,440	0	8,640
WIA 52,440	26,136	9,600	10,368	98,544

\* These numbers do not include WIBG approved satalites

The change to the new law has resulted in staff needing to be more skilled specific to the needs of implementing the enhanced amount of services that now exist and the complexity of implementing a system develop for monitoring other partner contribution and ensuring the system is operating efficiently and effectively. There has been no increase in the number of staff with the implementation of WIA. Rather, existing staff has taken on more and more responsibility. Therefore, we are requesting reclassifications and salary adjustments to recognize the increased levels of responsibility.

**Other: .88% of the budget will be utilized to pay for these increases. No County General funds will be used. Only WIA and WtW (State and Federal funds)**

**3. Waivers and/or Exercise of Authority:**

CAO/BOS has authorization to approve reclassifications and salary adjustments.

**4. Department/Agency Head Signature:**

Recommended by:

Joseph H Daniel WID Administrator 3/31/06  
Signature Title Date

**5. County Human Resources Review and Recommendation:**

Approve  Deny  Modify see attached

Meet and Confer required?  Yes  No - Meet & Confer has not occurred.

John L. [Signature] HR Mgr 6/6/06  
Signature Title Date

**6. County Administrative Officer Review and Recommendation:**

Approve  Deny  Modify \_\_\_\_\_

Initials KB Date 6/8/06

**1. Explanatory documentation:** For a reclassification request the following must be provided: ( ones attached)  
 Organization Chart,  Completed Position Audit Questionnaire,  Draft Classification Specification for any requested new class. List other documents attached:

Kj:h:delegationregform330

OC - HR  
CC - Dept  
Aud  
Del Rpt  
File  
PG  
Analyst

Continuation of item # 1 - Summary of Requests:

Workforce Development Registration Technician/Workforce Development Specialist

Currently there are two distinct levels. The Technicians conduct initial assessment and intake for clients. Based on these results, clients are then assigned to work with a Specialist for more in-depth services. Creation of a I/II level will allow more flexibility for cross training; staff will be able to work with clients from beginning to end; and staff can be used in other programs/areas as the need arises. With changes to how services are provided it has become more difficult to draw a distinct line between the duties of the two positions. The type of work performed, clients served, skill level and experience required are comparable to the Self Sufficiency positions within HHSA. Salary for the I level should be set equivalent to the Self Sufficiency Counselor II. Salary for the II level should be set equivalent to the Self Sufficiency Resource Specialist.

Workforce Development Supervisor

Supervisors plan, organize and supervise intake, assessment, training, and placement services provided to clients at the Employment Connection Job Resource Center. The type of work performed, skill level and experience required are comparable to that of a Self Sufficiency Supervisor II. Salary should be set equivalent.

Workforce Development Analyst

Four of the existing Workforce Development Analysts are appropriately classified; however, the salary needs to be adjusted. These are journey level analysts that research, compile and analyze information and data to use in program planning; make recommendations for program development; prepare grant applications; review, modify and negotiate contracts for fiscal program performance; develop, implement and maintain methods for evaluating and monitoring program performance; ensure compliance of programs with complex regulations and contract agreements; analyze expenditures, and recommend allowable costs and identify appropriate grant cost categories. Given the specialized nature of the analytical work, the positions should be paid equivalent to the existing class of Staff Services Analyst III. In addition, these positions should be moved to bargaining unit 19 with the majority of analyst positions within the County. This further recognizes the mid-management level of the classification.

The remaining four analysts are responsible for the day-to-day operations of the Business Resource Centers. This involves working with private sector employers to develop business retention and layoff aversion strategies; coordinating services with other agencies including the Economic Development Corporation, and the Small Business Administration; developing methods of tracking and reporting service usage; evaluating services, recommending and implementing improvements; supervising staff; and promoting awareness of services. These positions have become very specialized and no longer fall within the existing classification. It is recommended they be reclassified to the position of Business Resource Specialist and moved to bargaining unit 19. Salary should



remain equivalent with the Workforce Development Analyst.

#### Workforce Development Marketing Analyst

This is a single position class used to perform a wide variety of administrative and technical work in the development and coordination of marketing strategies to promote workforce development programs and services; to coordinate conferences, special events and activities and develop public relations material. Recommend retitling the position to Workforce Development Marketing Specialist to distinguish it from the analyst series. Also recommend setting the salary equivalent to the Workforce Development Analyst to maintain parity within the department. This classification should also be moved to bargaining unit 19.

#### Senior Workforce Development Analyst

The responsibility level of the Senior Analysts has grown tremendously over the last several years. They have moved far beyond analyzing information; they have become responsible for developing and coordinating major programs and services. Each analyst now has a more in-depth role in developing and coordinating specific program areas - adult, youth, business resources, etc, which are more and more complex. . The number and type of funding sources is also changing and getting more complex. Each of the Senior Analysts is responsible for writing and negotiating contracts and ensuring compliance and taking action if needed. To recognize the higher level of functioning and increased responsibility, we recommend reclassifying the position to Workforce Development Program Coordinator at salary grade 935. Additionally, this classification should be moved to bargaining unit 19.

#### Senior Workforce Development Analyst

One Senior Analyst position is responsible for overseeing the marketing, labor market information, and public relations activities of the department. The level of responsibility has increased greatly since the change in departmental focus and the creation of the Employment Connection Centers. Marketing has become ongoing with a much broader focus. The creation of the Professional Development Center at WID has also increased the Senior Analyst responsibilities. As with the Marketing Analyst, this position is specialized and requires experience and skills in areas far different from the other Senior Analysts. It is recommended that this position be reclassified to Senior Workforce Development Marketing Specialist at salary grade 935, and moved to bargaining unit 19.

#### Administrative Services Officer I

The responsibilities of the ASO I position have changed significantly over the last several years as the focus and method of operation of the WID has changed. Under the direction of the Administrator, since 2002 the ASO is solely responsible for a budget averaging 28 million dollars. No longer just focusing on a single department, but a partnership of several distinct businesses requires fiscal oversight of extensive and complex fiscal and business operations. The budgeting is very complex and the ASO must deal with Federal, State, and County funding sources. The ASO is also part of the upper management team and assists in contract negotiations and review for the Assistant Administrator. With the

increased level of responsibility, it is recommended that this position be reclassified to Administrative Services Officer II at salary grade 698.

Employment Connection Site Coordinator

These positions were created when the Employment Connection system was in its infancy. Since that time, we have added two new centers with no additional Site Coordinators. The number of clients using our services has increased substantially over the last three years. The Site Coordinators must oversee County staff as well as service provider staff to ensure the facility is run efficiently. This requires the ability to negotiate and coordinate with a number of agencies and individuals to keep things running smoothly. Due to the increased level of responsibility, it is recommended that the salary for this position be changed to grade 221. This recognizes the level of work and maintains parity within the department.

Workforce Development Manager – Operations

The Tulare County Workforce Investment Department has changed from a department that implements administrative functions overseeing Service Provider contract only to one administrative function for a workforce development system. Due to the increased level of responsibilities, we recommended setting the salary at grade 698.

Assistant Workforce Development Administrator:

The Tulare County Workforce Investment Department has changed from the Administrative entity for the County to implement and oversee Workforce Investment Act funds which focused on contracting out these funds to Service Providers. The main responsibility was to ensure procurement was conducted and contracts awarded based on fair competition. Monitoring, evaluating, recommending future funds were the main administrated function.

In 1998 the Workforce Investment Act (WIA) replaced the Job Training Partnership Act which resulted in a substantial increase in the Administrative functions of the WIB. No longer were services only provided for eligible specific client which resulted in monitoring and oversight responsibilities. WIA now focuses and the administrative function to be one with a universal service mentality and the ability to address workforce development issues county-wide in a more systematized approach. This has increased the level of the Administrator and Assistant Administrator's role and abilities to fulfill the functions of the WIB and County. Because of the similarities in duties and level of responsibility, the salary for this position should be set equivalent to the Deputy HHSA Director-TulareWORKs at salary grade 713.

Workforce Development Administrator:

The Tulare County Workforce Investment Department has changed from the Administrative entity for the County to implement and oversee Workforce Investment Act funds which focused on contracting out these funds to Service Providers. The main responsibility was to ensure procurement was conducted and contracts awarded based on fair competition. Monitoring, evaluating, recommending future funds were the main

administrated function.

In 1998 the Workforce Investment Act (WIA) replaced the Job Training Partnership Act which resulted in a substantial increase in the Administrative functions of the WIB. No longer were services only provided for eligible specific client which resulted in monitoring and oversight responsibilities. WIA now focuses and the administrative function to be one with a universal service mentality and the ability to address workforce development issues county-wide in a more systematized approach. This has increased the level of the Administrator and Assistant Administrator's role and abilities to fulfill the functions of the WIB and County. Because of the similarities in duties and level of responsibility, the salary for this position should be set equivalent to the Assistant HHS Director positions at salary grade 440.

#### Facility Attendant

The increased use of WID facilities has also increased the amount and level of work being performed by the facility attendants. The number of facilities maintained has grown from two to four. Since the WID buildings are not County-owned facilities, the County does not provide maintenance or custodial staff. The Facility Attendants have assumed more responsibilities in the area of repair and maintenance. This was not required when the positions were initially created. To recognize the higher level of responsibility, the salary should be set equivalent to a Maintenance Worker I at salary grade 842.

#### Office Assistant III

Three of our Office Assistant III positions are responsible for providing technical support to the Senior Analysts, Manager, and Assistant Administrator. These positions are responsible for the most complicated support work in the department that requires in-depth departmental knowledge as well as superior clerical skills. They independently complete contracts and other highly confidential paperwork for management. To recognize this higher level of expertise, it is recommended that these positions be reclassified to Office Assistant IV at salary grade 276.

#### Senior Account Clerk

The incumbent is responsible for requisitions; accounts payable processing for Service Providers, Vendors, etc., work with the state for cash flow, back up for payroll processing and state reporting, etc. We recommend reclassifying this position to Principal Account Clerk at salary grade 170.

*Kj:h: salary increase summary*

**WID Class/Salary Adjustments**

<u>Current Class</u>	<u>New Class</u>	<u>Current Salary</u>	<u>New Salary</u>	<u>% Increase</u>	<u>FTE</u>	<u>Total Annual Increase*</u>
WD Registration Technician	WD Specialist I	\$32,555	\$34,553	6%	5	\$9,990
WD Specialist	WD Specialist II	\$36,469	\$38,155	5%	21	\$35,406
WD Supervisor	n/c	\$40,275	\$43,170	7%	3	\$8,685
WD Analyst	Business Resource Specialist	\$46,740	\$52,412	12%	4	\$22,688
WD Analyst	n/c	\$46,740	\$52,412	12%	4	\$22,688
Senior WD Analyst	WD Program Coordinator	\$52,648	\$57,784	10%	5	\$25,680
WD Marketing Analyst	WD Marketing Specialist	\$46,740	\$52,412	12%	1	\$5,672
Senior WD Analyst	Senior WD Marketing Specialist	\$52,648	\$57,784	10%	1	\$5,136
EC Site Coordinator	n/c	\$49,385	\$52,412	6%	2	\$6,054
ASO I	ASO II	\$52,371	\$62,618	20%	1	\$10,247
WD Mgr-Operations	n/c	\$59,622	\$62,618	5%	1	\$2,996
Asst WD Administrator	n/c	\$73,464	\$88,269	20%	1	\$14,805
WD Administrator	n/c	\$89,959	\$106,108	18%	1	\$16,149
OA III	OA IV	\$27,071	\$29,775	10%	3	\$8,112
Senior Acct Clerk	Principal Account Clerk	\$28,729	\$33,027	15%	1	\$4,298
Facility Attendant	n/c	\$28,328	\$31,589	12%	3	\$9,783
<b>TOTAL ANNUAL INCREASE:</b>						<b>\$208,389</b>

\*Assuming all positions filled at step 5

Current Budget

Total Budget 23,657,000.00

0.88%

je:h:widsalrychartincreases032206

.88% of the total budget will be utilized for the above increases.

**HRD is in agreement and recommends approval of the bulk of WID's requests with the following exceptions:**

**Facility Attendant -**

WID is requesting an increase to make the Facility Attendant compensation equivalent to that of a Maintenance Worker I. In addition to their regular duties, the Facilities Attendants have been performing minor maintenance repairs on leased facilities.

HRD is recommending that no salary adjustment is necessary because the compensation level of Facility Attendant is now equivalent to Maintenance Worker Assistant. The level of maintenance work performed by the Facility Attendants does not rise to the level of the Maintenance Worker I classification. We recommend that the Facility Attendant class specification be amended to include minor maintenance duties.

**Assistant Workforce Development Administrator -**

Current annual: \$73,464

Requested annual: \$88,269

Recommended annual: \$77,137

WID has requested an increase of approximately 20% based on survey data from Service Delivery Areas which includes City and County of Los Angeles, San Diego, San Jose/Silicon and Sacramento.

HR&D is recommending that any compensation adjustments continue to be based on the County's traditional six counties. HRD's survey indicates that the Assistant WID Administrator is 14.9% behind. HRD is recommending that the classification be granted a 5% increase, which would bring the classification to within ten percent of our survey.

**Workforce Development Administrator**

Current annual: \$89,959

Requested annual: \$106,108

Recommended annual: \$91,758

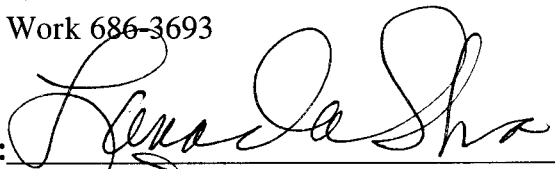
WID has requested an increase of approximately 18% based on survey data from Service Delivery Areas which includes City and County of Los Angeles, San Diego, San Jose/Silicon and Sacramento.

Again, HR&D is recommending that any compensation adjustments continue to be based on the County's traditional six counties. HRD's survey indicates that the WID Administrator is 11.63% behind. HRD is recommending that the classification be granted a 2% increase, which would bring the classification to within ten percent of our survey.

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Connie Conway, this Agreement is between the County of Tulare and the Tulare Emergency Aid Council, to help fund that organization's community activities; **Recipient is required to date and execute this agreement and return same to the Clerk** as evidence of its intent to carry out the purposes for which the grant is made.
2. The Board authorizes and directs the County Auditor upon execution and receipt of this agreement to encumber the sum of \$300 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$300 to the Recipient.
3. The Recipient shall hold harmless, defend, and indemnify the County from and against any liability, claims, actions, costs, damages or losses from injury including death to any person or damage to any property arising out of use of equipment purchased with any portion of these granted funds.
4. The Recipient agrees to hold harmless, defend, and indemnify the County from and against any liability, claims, actions, costs, damages or losses incurred by the County as a result of Recipient's improper use of funds under this approved Agreement.

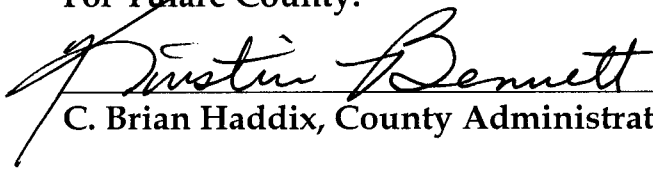
Lana DaSilva, Executive Director  
Tulare Emergency Aid Council  
299 South L. Street  
Tulare, Ca 93274  
Cell 972-5038/ Work 686-3693

Accepted By: 

Title: Executive Director

Date: 6/2/06

For Tulare County:

  
C. Brian Haddix, County Administrative Officer

TULARE COUNTY AGREEMENT NO. 22745  
PVQ # 010-10629 |

***GOOD WORKS FUNDING AGREEMENT***

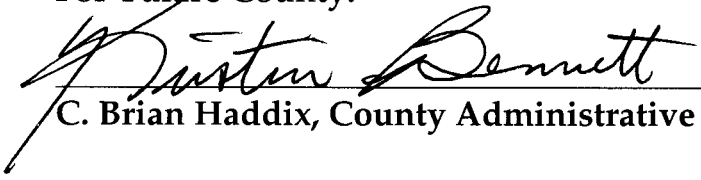
1. This Agreement is between the County of Tulare and Three Rivers Lions Club for funding to help support the Three Rivers Lions Club community activities; **Recipient is required to date and execute this agreement and return same to the Clerk** as evidence of its intent to carry out the purposes for which the grant is made.
2. The Board authorizes and directs the County Auditor upon execution and receipt of this agreement to encumber the sum of \$2000 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$2000 to the Recipient.
3. The Recipient shall hold harmless, defend, and indemnify the County from and against any liability, claims, actions, costs, damages or losses from injury including death to any person or damage to any property arising out of use of equipment purchased with any portion of these granted funds.
4. The Recipient agrees to hold harmless, defend, and indemnify the County from and against any liability, claims, actions, costs, damages or losses incurred by the County as a result of Recipient's improper use of funds under this approved Agreement.

Three Rivers Lions Club  
c/o Don Mosley  
P.O. Box 959  
Three Rivers, CA 93271  
(559) 561-2100

Accepted By:  \_\_\_\_\_

Title: President Three Rivers Lions Club Date: 6-1-06

For Tulare County:

 \_\_\_\_\_  
C. Brian Haddix, County Administrative Officer

TULARE COUNTY AGREEMENT NO. 22746  
DVQ #010-10631

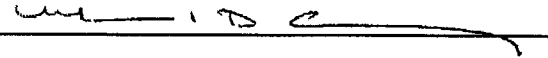
FROM

(MON) JUN 12 2006 17:02/ST. 17:01/NJ. 6838411515 P 2

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Phil Cox, this Agreement is between the County of Tulare and the Visalia Chamber of Commerce to help fund that organization's community activities; Recipient is required to date and execute this agreement and return same to the Clerk as evidence of its intent to carry out the purposes for which the grant is made.
2. The Board authorizes and directs the County Auditor upon execution and receipt of this agreement to encumber the sum of \$500 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$500 to the Recipient.
3. The Recipient shall hold harmless, defend, and indemnify the County from and against any liability, claims, actions, costs, damages or losses from injury including death to any person or damage to any property arising out of use of equipment purchased with any portion of these granted funds.
4. The Recipient agrees to hold harmless, defend, and indemnify the County from and against any liability, claims, actions, costs, damages or losses incurred by the County as a result of Recipient's improper use of funds under this approved Agreement.

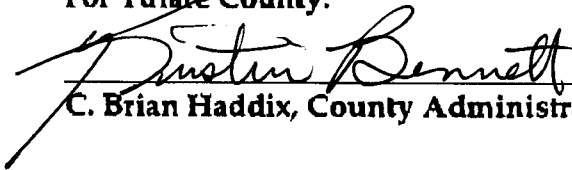
Mike Cully, Executive Director  
 Visalia Chamber of Commerce  
 303 E. Acequia Ave.  
 Visalia, CA 93292  
 734-5876/FAX 734-7479

Accepted By: 

Title: President / CEO

Date: 06-13-06

For Tulare County:

  
 C. Brian Haddix, County Administrative Officer

TULARE COUNTY AGREEMENT NO. 22756  
 PVQ # 010-10640



FROM

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Steve Worthley, this Agreement is between the County of Tulare and the Cutler Latin American Club, to help fund that organization's community activities; Recipient is required to date and execute this agreement and return same to the Clerk as evidence of its intent to carry out the purposes for which the grant is made.
2. The Board authorizes and directs the County Auditor upon execution and receipt of this agreement to encumber the sum of \$2,000 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$2,000 to the Recipient.
3. The Recipient shall hold harmless, defend, and indemnify the County from and against any liability, claims, actions, costs, damages or losses from injury including death to any person or damage to any property arising out of use of equipment purchased with any portion of these granted funds.
4. The Recipient agrees to hold harmless, defend, and indemnify the County from and against any liability, claims, actions, costs, damages or losses incurred by the County as a result of Recipient's improper use of funds under this approved Agreement.

Richard Salyer, member  
 Cutler Latin Club  
 P.O. Box 336  
 Cutler, CA 93265  
 859-1913 cell/732-0482w/FAX732-0370

Accepted By: Richard Salyer

Title: Past President

Date: 6-12-06

For Tulare County:

C. Brian Haddix  
 C. Brian Haddix, County Administrative Officer

TULARE COUNTY AGREEMENT NO. 22757

RVQ # 010-10641

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Steve Worthley, this Agreement is between the County of Tulare and the Cutler Latin American Club, to help fund that organization's community activities; Recipient is required to date and execute this agreement and return same to the Clerk as evidence of its intent to carry out the purposes for which the grant is made.
2. The Board authorizes and directs the County Auditor upon execution and receipt of this agreement to encumber the sum of \$2,000 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$2,000 to the Recipient.
3. The Recipient shall hold harmless, defend, and indemnify the County from and against any liability, claims, actions, costs, damages or losses from injury including death to any person or damage to any property arising out of use of equipment purchased with any portion of these granted funds.
4. The Recipient agrees to hold harmless, defend, and indemnify the County from and against any liability, claims, actions, costs, damages or losses incurred by the County as a result of Recipient's improper use of funds under this approved Agreement.

Richard Salyer, member  
Cutler Latin Club  
P.O. Box 336  
Cutler, CA 93265  
859-1913 cell/732-0482w/FAX732-0370

Accepted By: Richard Salyer

Title: Past President

Date: 6-12-06

For Tulare County:

\_\_\_\_\_  
C. Brian Haddix, County Administrative Officer

TULARE COUNTY AGREEMENT NO. \_\_\_\_\_

