



**Human Resources &
Development
COUNTY OF TULARE
AGENDA ITEM
Revised**

BOARD OF SUPERVISORS

ALLEN ISHIDA
District One
CONNIE CONWAY
District Two
PHILLIP A. COX
District Three
J. STEVEN WORTHLEY
District Four
MIKE ENNIS
District Five

AGENDA DATE: February 27, 2007

Public Hearing Required	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Scheduled Public Hearing w/Clerk	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Published Notice Required	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Advertised Published Notice	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Meet & Confer Required	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Electronic file(s) has been sent	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Budget Transfer (Aud 308) attached	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Personnel Resolution attached	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Resolution, Ordinance or Agreements are attached and signature line for Chairman is marked with tab(s)/flag(s)						
	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
CONTACT PERSON: Eric Martin, Emp Rel Spec PHONE: 733-6266, ext 6314						

SUBJECT: Change of Benefits Eligibility waiting period for New-Hire Employees.

REQUEST(S):
That the Board of Supervisors approve the attached side letters of agreement changing the benefits eligibility period for new-hires with the following employee organizations: Central California Association of Public Employees (CCAPE), Service Employees International Union (SEIU), Professional Law Enforcement Management Agency (PLEMA), United Automobile Agricultural, and Aerospace Workers (UAW), Professional Association of Tulare County Physicians (PATCOP), and Tulare County District Attorney Investigators Association (TCDIAA). Effective upon completion of programming changes to the Payroll and Human Resources Information Systems.

SUMMARY:
Due to recently changing of our health insurance provider, the County's health insurance premium payment is now due on the 15th of each month, which is prior to the coverage period. Under our previous health insurance provider, the County was billed after the coverage period. This change of billing procedure necessitated that the County have sufficient funds to pay for the premiums in advance.

Currently, there is a two (2) week waiting period for benefits eligibility for employees cited above, these agreements change the eligibility period to a four(4) week waiting

SUBJECT: Change to Benefits Eligibility Waiting Period
DATE: February 27, 2007

period, which is consistent with industry standards. During this increased waiting period, the Benefit Amounts of all new-hire employees will be "pooled" into a County account for three (3) pay periods and will be used to pay for the advance premiums. Upon the fourth (4th) pay period employees will receive their Benefit Amount in their paycheck and commence paying the difference (if any) between the cost of coverage selected and their Benefit Amount. Additionally, this will allow employees to have health insurance coverage for a period of time after leaving employment with the County.

FISCAL IMPACT/FINANCING:

There is no additional cost to the County. The change in the eligibility period allows for the pooling of the Benefit Amount to be used for payment of advance premiums.

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

IV. Organizational Performance: Provide for the objective evaluation and measurement of County program performance.

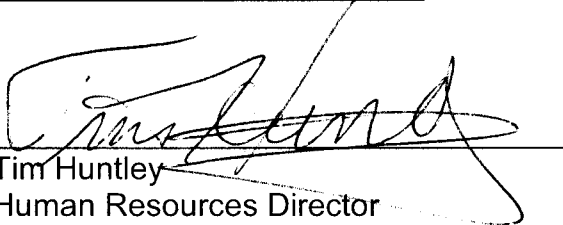
ALTERNATIVES:

Human Resources & Development would review other options to pay for advance payment of the premiums.

INVOLVEMENT OF OTHER DEPARTMENTS OR AGENCIES:

County Administrative Office

ADMINISTRATIVE SIGN-OFF:



Tim Huntley
Human Resources Director

Cc: Auditor/Controller
County Counsel
County Administrative Office (2)

Attachment(s)

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

IN THE MATTER OF)
Changing the Benefits Eligibility) RESOLUTION NO. _____
Waiting Period for New-Hire)
Employees) AGREEMENT NO. _____

UPON MOTION OF SUPERVISOR _____, SECONDED BY
SUPERVISOR _____, THE FOLLOWING 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

* * * * *

The Board of Supervisors approved the attached side letters of agreement changing the benefits eligibility period for new-hires with the following employee organizations: Central California Association of Public Employees (CCAPE), Service Employees International Union (SEIU), Professional Law Enforcement Management Agency (PLEMA), United Automobile Agricultural, and Aerospace Workers (UAW), Professional Association of Tulare County Physicians (PATCOP), and Tulare County District Attorney Investigators Association (TCDAIA). Effective upon completion of programming changes to the Payroll and Human Resources Information Systems.

SIDE LETTER OF AGREEMENT

Between

The Central California Association of Public Employees
and
The County of Tulare

The Memorandum of Understanding states, in part, "Benefits will be effective beginning the second full pay period of employment". However, since the County has to pay premiums in advance, we are proposing the following:

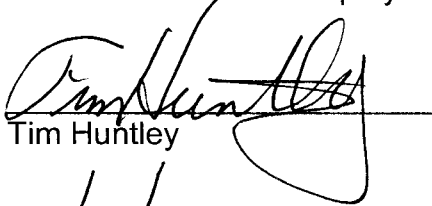
It is agreed that the County shall fund the health insurance trust fund with employer paid benefit amounts sufficient to assure premiums will be able to be paid in advance of the due date as required by the health insurance provider(s).

Effective upon agreement, benefits will be effective beginning the third full pay period of employment. Employees shall become eligible to receive their benefit amount at such time as sufficient funds have been accumulated to provide for advance payment of the premium for the health plan selected by the employee.

Once the initial funding period is completed, the employee's deduction for their selected health package shall be the difference between their benefit amount and the total cost of the premium for the plan selected and for the designated pay period.

It is understood that the County, based on average benefit amounts and average premiums calculated over a three month cycle, anticipates that it will take three pay periods to establish the liquidity of the trust fund as described above.

It is further understood that employees waiving their health insurance per the terms of their Memorandum of Understanding are subject to the same terms and conditions described herein as employees participating in the County's insurance program.



Tim Huntley

1/11/07
Date



Bill Shawhan



Linda Shockley

1-11-07
Date

SIDE LETTER OF AGREEMENT

Between

Service Employee's International Union
and
The County of Tulare

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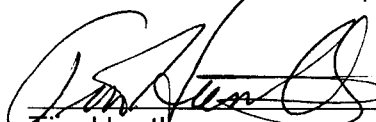
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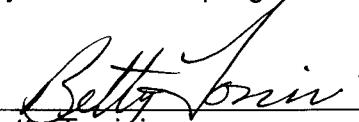
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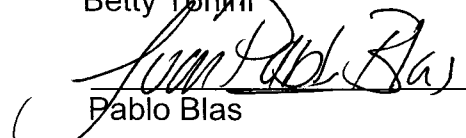


Tim Huntley

1/11/07
Date



Betty Tonini



Pablo Blas

1/10/07
Date

SIDE LETTER OF AGREEMENT

between the

**Professional Law Enforcement Managers Association
and
The County of Tulare**

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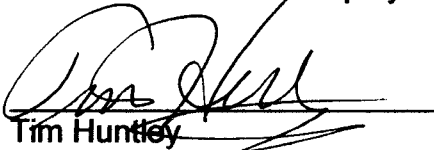
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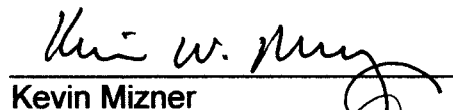
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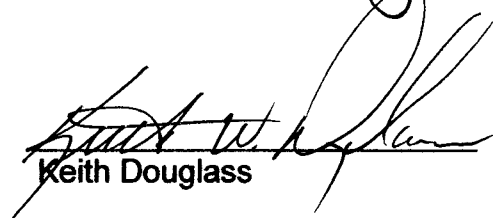
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Tim Huntley

1/11/07
Date


Kevin Mizner


Keith Douglass

1-9-06
Date

SIDE LETTER OF AGREEMENT

Between the
United Auto Workers
and
The County of Tulare

The Memorandum of Understanding states, in part, "Benefits will be effective beginning the second full pay period of employment". However, since the County has to pay premiums in advance, we are proposing the following:

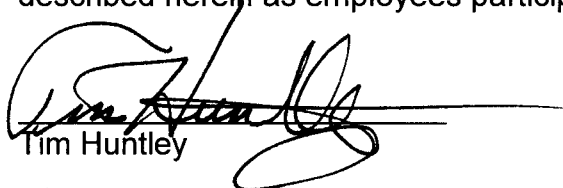
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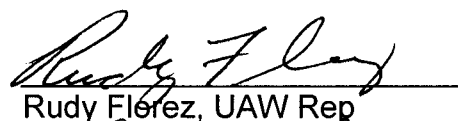
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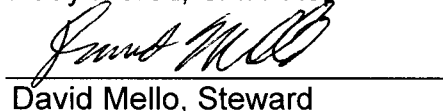
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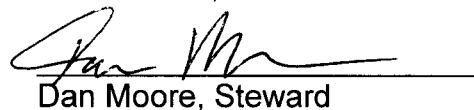
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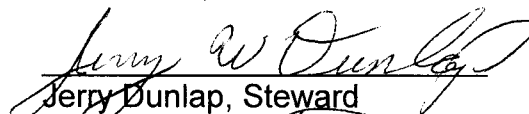

Tim Huntley

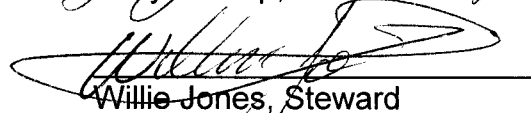
2-5-07
Date


Rudy Flerez, UAW Rep


David Mello, Steward


Dan Moore, Steward


Jerry Dunlap, Steward


Willie Jones, Steward

2-05-07 Date

SIDE LETTER OF AGREEMENT

between the

Professional Association of Tulare County Physicians
and
The County of Tulare

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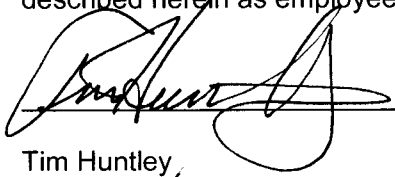
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Tim Huntley


Dr. David Waterfill

1/4/07
Date

1/5/07
Date

SIDE LETTER OF AGREEMENT

TCDAIA
and
The County of Tulare

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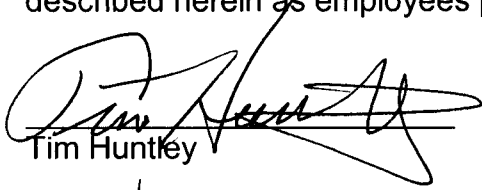
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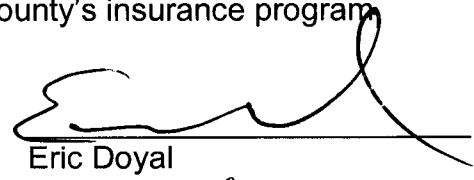
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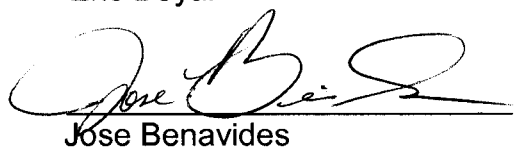
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Tim Huntley

1/11/07
Date


Eric Doyal


Jose Benavides


Beatriz Reveles

1/5/07
Date