



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

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: October 30, 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 type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" 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 checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input 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: Tim Huntley, HR Director PHONE: 733-6266

SUBJECT: Compensation modifications for Unrepresented Tulare County Employees.

REQUEST(S):

That the Board of Supervisors take the following actions:

Effective December 23, 2007:

1. Approve an across-the-board cost of living salary adjustment for all Unrepresented classifications in the amount of 4%, including elected and appointed Department Heads. The Elected Department Head's pay period increase shall be effective one pay period earlier (December 9, 2007) based on past practice and policy that elected department heads do not receive vacation or sick leave benefits.
2. Increase the flat rate portion of the Benefit amount by \$450 for Unrepresented classifications, (except for Fire Bargaining Unit 23 classifications), who participate in the Tulare County Health Benefits programs.
3. Eliminate the Administrative Fee charged per pay period (\$4.00) through Benefit deductions, and also reduce the annual Benefit amount received by Unrepresented classifications by \$100 per year.

Effective November 11, 2007:

4. Adjust the time period for employees receiving the annual Benefit Amount and for the deduction for insurance premium costs from a 26 pay period cycle to be spread over a 24 pay period cycle.

SUBJECT: Compensation modifications for Unrepresented Classes
DATE: October 30, 2007

5. Implement a "freeze" of the Benefit Amount for unrepresented employees who waive County insurance for 2008, to be frozen at the employees' value on November 1, 2007.
6. For new hires that waive County benefits, their benefit amount will be frozen at the November 1 value of Sept 1 of their classification.

Effective November 1, 2007:

7. Approve changing the Benefit eligibility period for new employees to begin no sooner than the first day of the month following thirty (30) calendar days of employment with Tulare County.

SUMMARY:

The recommended salary increase of 4% for Unrepresented classifications is consistent with non-safety unit negotiated agreements and increases. The increase provides for a cost-of-living adjustment and takes into account "pay equity" issues for similar job classifications in other local and regional public agencies.

FISCAL IMPACT/FINANCING:

Costs for these increases have been anticipated and included in the forecasted revenues for 2007-08 Fiscal Year. If budget adjustments are needed, these will be made at Mid-Year or during the Final Budget process.

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LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

This is consistent with section 4.3 Organizational Performance: "Provide a qualified, productive, and competitively compensated workforce".

ALTERNATIVES:

Direct the County Administrative Officer and Human Resources Director to take other action or modification.

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 Compensation Modifications)
For Unrepresented Classifications)

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 October 30, 2007
_____, BY THE FOLLOWING VOTE:

AYES:
NOES:
ABSTAIN:
ABSENT:

ATTEST: JEAN ROUSSEAU
COUNTY ADMINISTRATIVE OFFICER
CLERK, BOARD OF SUPERVISORS

BY: _____
Deputy Clerk

* * * * *

That the Board of Supervisors took the following actions:

Effective December 23, 2007:

1. Approved an across-the-board cost of living salary adjustment for all Unrepresented classifications in the amount of 4%, including elected and appointed Department Heads. The Elected Department Head's pay period increase shall be effective one pay period earlier (December 9, 2007) based on past practice and policy that elected department heads do not receive vacation or sick leave benefits.
2. Increased the flat rate portion of the Benefit amount by \$450 for Unrepresented classifications, (except for Fire Bargaining Unit 23 classifications), who participate in the Tulare County Health Benefits programs.
3. Eliminated the Administrative Fee charged per pay period (\$4.00) through Benefit deductions, and also reduce the annual Benefit amount received by Unrepresented classifications by \$100 per year.

Effective November 11, 2007:

4. Adjusted the time period for employees receiving the annual Benefit Amount and for the deduction for insurance premium costs from a 26 pay period cycle to be spread over a 24 pay period cycle.
5. Implemented a "freeze" of the Benefit Amount for unrepresented employees who waive County insurance for 2008, to be frozen at the employees' value on November 1, 2007.
6. Approved, for new hires that waive County benefits their benefit amount will be frozen at the November 1 value of Step 1 of their classification.

Effective November 1, 2007:

7. Approved changing the Benefit eligibility period for new employees to begin no sooner than the first day of the month following thirty (30) calendar days of employment with Tulare County.