



**BOARD OF SUPERVISORS**

ALLEN ISHIDA  
District One

CONNIE CONWAY  
District Two

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District Three

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District Four

MIKE ENNIS  
District Five

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

**AGENDA DATE:** December 11, 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    PHONE: 733-6266			

**SUBJECT:** Benefits Agreements with Employee Organizations

**REQUEST(S):**  
That the Board of Supervisors:

1) Ratify and approve the attached agreements changing the effective date of the scheduled Benefit Amount increase from December 23, 2007 to November 11, 2007 for employees represented by the following employee organizations: Central California Association of Public Employee's (CCAPE), District Attorney's Criminal Investigator's Association Tulare County (DACIATC), Professional Association of Tulare County Physicians (PATCOP), Service Employees International Union (SEIU), Tulare County Corrections Association (TCCA), Tulare County District Attorney Investigators Association (TCDAIA), and the United Automobile-Agricultural-Implement-Aerospace Workers (UAW), effective November 11, 2007.

2) Ratify and approve changing both, a) the receipt of the Benefit Amount and, b) the deduction for Insurance Premiums, from a 26 pay period cycle to a 24 pay period cycle for employees represented by the above cited employee organizations (including PLEMA for County plan only), effective November 11, 2007.

3) Ratify and approve the attached side letter of agreement with the District Attorney's Criminal Investigator's Association of Tulare County (Unit #22) adding Long Term Disability insurance coverage for unit employees, effective October 14, 2007.

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4) Approve adding the Deferred Compensation Match program to the Benefits package for Fire Captains and Fire Lieutenants (Unit #23) subject to the appropriate notice.

5) Find that the Board had authority to enter into the proposed agreements on the above effective dates and that it was in the County's best interest to enter into the agreements on these dates.

**SUMMARY:**

By moving the scheduled Benefit Amount increases from December 23, 2007 to November 11, 2007, the Benefit Amount increase coincides with Health Plan cost increase for plan year 2008.

Our current benefits deduction system utilizes 26 pay periods to collect insurance premiums from our employees. The County's insurance vendors bill for these costs on a monthly basis. This means that we currently use 2.2 pay periods to pay each monthly premium. According to Internal Revenue Service tax law governing exemptions, no money collected in November is to be used for a January premium payment. Currently, a portion of a pay period deduction in November would be required to meet the January premium obligation. Therefore, in order to preserve the tax exempt status of these deductions, it requires that the deductions occur no earlier than December 1st of the prior calendar year for use in January of the following calendar year. Concern over retaining the tax exempt status of these deductions is the main reason for proposing movement to a 24 pay period deduction cycle where only two pay periods will be used to pay any monthly premium. Additionally, this 24 pay period deduction system will assist the accounting department in their monthly reconciliation and payment process.

Long Term Disability (LTD) coverage was requested by the association. Employee's in the District Attorney Investigator classification have comparable job requirements as the Deputy Sheriff and Sergeant positions, where LTD coverage is part of their Benefit Plans. The cost for LTD coverage is paid for entirely by the employee.

The Deferred Compensation Match is part of the Benefits package for all other unrepresented employees, adding this benefit to their package will provide parity with the other unrepresented employees. The County will contribute one dollar (\$1.00) for every four dollars (\$4.00) contributed by the employee, not to exceed \$1,500 in a calendar year.

The Meet and Confer process with the employee organizations has been completed.

**FISCAL IMPACT/FINANCING:**

The bundled (medical, dental, vision, LTD (where authorized), and life insurance) premium rate increases for 2008 was projected at 10% and the actual cost increase

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was approximately 8%. This lower than anticipated rate increase fully funds the earlier start date for the 2008 benefit amount increases. Additionally, there are no County costs for the adding Long Term Disability coverage to the DA Investigator classification as the entire premium is paid for by the employee. The cost of the Deferred Compensation Match benefit will depend upon the level of enrollment and amounts contributed by the employees. If the Fire unit's enrollment and contributions are consistent with the rest of the County, the projected County cost for this benefit will be approximately \$39,500. per year.

**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/or Human Resources Director to take other action(s).

**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 A- CCAPE Agreement
- Attachment B- DACIATC Agreement
- Attachment C- PATCOP Agreement
- Attachment D- PLEMA Agreement
- Attachment E- SEIU Agreement
- Attachment F- TCCA Agreement
- Attachment G- TCDAIA Agreement
- Attachment H- UAW Agreement
- Attachment I- DACIATC Agreement

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

IN THE MATTER OF Benefits )  
Agreements with Employee )      **RESOLUTION NO.** \_\_\_\_\_  
Organizations )      **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: JEAN ROUSSEAU  
COUNTY ADMINISTRATIVE OFFICER  
CLERK, BOARD OF SUPERVISORS

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

\* \* \* \* \*

That the Board of Supervisors took the following actions:

1) Ratified and approved the attached agreements changing the effective date of the scheduled Benefit Amount increase from December 23, 2007 to November 11, 2007 for employees represented by the following employee organizations: Central California Association of Public Employee's (CCAPE), District Attorney's Criminal Investigator's Association Tulare County (DACIATC), Professional Association of Tulare County Physicians (PATCOP), Service Employees International Union (SEIU), Tulare County Corrections Association (TCCA), Tulare County District Attorney Investigators Association (TCDAIA), and the United Automobile-Agricultural-Implement-Aerospace Workers (UAW), effective November 11, 2007.

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- 4) Approved adding the Deferred Compensation Match program to the Benefits package for Fire Captains and Fire Lieutenants (Unit #23) subject to the appropriate notice.
- 5) Found that the Board had authority to enter into the proposed agreements on the above effective dates and that it was in the County's best interest to enter into the agreements on those dates.