



**Tulare County  
Administrative Office  
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:** September 16, 2008

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 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: Patsy Hogue PHONE: 733-6531						

**SUBJECT:** Listing of Delegations to CAO – August 2008

**REQUEST(S):**

That the Board of Supervisors:  
Ratify actions taken by the County Administrative Officer during the month of August, 2008.

**SUMMARY:**

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 August, 2008, and requests your ratification of same.

**Personnel/Payroll Changes:**

**Public Defender:**

Approved early merit increase for Attorney IV (PCN 7866).

**Resource Management Agency:**

Approved salary adjustment for Traffic Control Worker series while keeping Supervisor level as is for the current time.

**Sheriff:**

Approved two step advancement for Jail Services Manager (PCN 3006) due to exemplary service in creating cost savings procedures.

**SUBJECT:** Listing of Delegations to CAO – July 2008

**DATE:** September 16, 2008

**Good Works Funding Agreements:**

No. 23672: Kings/Tulare Area Agency on Aging – Support community activities	\$100
No. 23673: Latino Peace Officers' Association – Support community activities	\$5,000
No. 23674: Ponderosa Property Owners' Association – Support community activities	\$500
No. 23675: California Restaurant Association Central Valley – Support community activities	\$500
No. 23676: Tulare Hospital Foundation – Support community activities	\$215
No. 23677: Tulare County Symphony – Support community activities	\$5,000
No. 23678: Sequoia Visalia Kiwanis Club – Support community activities	\$1,000
No. 23688: Tulare Kings Hispanic Chamber of Commerce – Support community activities	\$500
No. 23689: American Cancer Society – Support community activities	\$2,500
No. 23690: Valley Oak SPCA – Support community activities	\$1,000
No. 23691: Tulare County Hispanic Roundtable – Support community activities	\$1,500
No. 23693: Professional Disc Golf Association – Help fund End of the Trail Classic	\$240
No. 23694: Community, Services, Employment & Training (CSET) - Support community activities	\$4,000
No. 23695: Terra Bella Lions Club – Support community activities	\$500
No. 23696: Lemon Cove Presbyterian Church – Support community activities	\$500
No. 23697: COS Foundation – Support community activities	\$1,000
No. 23698: Tulare County Library Foundation – Support community Activities	\$420
No. 23717: Professional Disc Golf Association – Help fund End of the Trail Classic	\$60

**FISCAL IMPACT/FINANCING:**

All actions are included in the adopted 2008/09 budget.

**LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:**

Supporting community projects is linked to Tulare County's Strategic Business Plan: Quality of Life. Personnel Actions are linked to the Organizational Performance Initiative.

**ALTERNATIVES:**

The Board of Supervisors could choose not to ratify the agreements.

**INVOLVEMENT OF OTHER DEPARTMENTS OR AGENCIES:**

N/A

**ADMINISTRATIVE SIGN-OFF:**



Jean Rousseau  
County Administrative Officer

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

IN THE MATTER OF RATIFIED )  
ACTIONS BY THE COUNTY ) RESOLUTION NO. \_\_\_\_\_  
ADMINISTRATIVE OFFICER ) AGREEMENT NO. \_\_\_\_\_  
DURING THE MONTH OF )  
AUGUST, 2008 )

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

\* \* \* \* \*

Approved ratified actions taken by the County Administrative Officer during the  
month of August, 2008.

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
- Other: Early merit increase.

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

To What Location: \_\_\_\_\_ Org(s) Cost Dist.: \_\_\_\_\_ Dept. ID-6 Digit #: \_\_\_\_\_ Jobcode #: \_\_\_\_\_

From What Location: \_\_\_\_\_ Org(s) Cost Dist.: \_\_\_\_\_ Dept. ID-6 Digit #: \_\_\_\_\_ Jobcode #: \_\_\_\_\_

Position Number: 7866 Classification: Attorney, DA/PD IV-N Name: Rubinger, Andy J.

3. Reason for Action:

Employee is an Attorney IV, Step 4. Employee's merit increase to Step 5 is scheduled for 1/4/09. However, employee is currently performing work consistent with a Grade IV, step 5 attorney and should receive his merit increase at this time. This early merit increase also addresses attorney retention issues.

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

Administrative Regulation No. 33 - Resolution No. 2006-0573 allows the CAO to approve routine transactions - #4 - Early merit increases.

5. Funding Source:  General Fund: 100%  Other (list below): \_\_\_\_\_ %

Fiscal Impact-Cost of Request \$ \_\_\_\_\_

RECEIVED

*OC - HR & D*  
*CC - Dept*  
*Aud*  
*Analyst*  
*PG*  
*Del Rpt*  
*File*

6. Department/Agency Head Signature:

JUL 18 2008

*Michael Sletty*

Signature

Public Defender

Title

TULARE COUNTY  
ADMINISTRATIVE OFFICE

Date

*7/14/08*

7. County Human Resources Review and Recommendation:

- Approve  Deny  Modify \_\_\_\_\_
- Meet and Confer required?  Yes  No If yes, completed?  Yes  No

Initials: \_\_\_\_\_

*R. Johnson*

Date: \_\_\_\_\_

*7/25/08*

RECEIVED

8. CFO Fiscal Review:

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

JUL 29 2008

Initials: \_\_\_\_\_

Date: \_\_\_\_\_

TULARE COUNTY  
ADMINISTRATIVE OFFICE

9. County Administrative Officer Review and Recommendation:

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

Initials: \_\_\_\_\_

*[Signature]*

Date: \_\_\_\_\_

*7/30/08*

Effective Date – the first day of the pay period following CAO approval:

❖ Explanatory Documentation: For a Reclassification Request the following must be provided:

CAO DELEGATED ACTION REQUEST  
( Send ORIGINAL to the CAO)

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  
 Other: \_\_\_\_\_

2. Position Location: Department Name: Resource Management Agency (RMA) Agency Number: 230

To What Location: \_\_\_\_\_ Org(s) Cost Dist.: \_\_\_\_\_ Dept. ID-6 Digit #: 230531 Jobcode #: 043610, 043620, 043700, 043500

From What Location: \_\_\_\_\_ Org(s) Cost Dist.: \_\_\_\_\_ Dept. ID-6 Digit #: \_\_\_\_\_ Jobcode #: \_\_\_\_\_

Position Number: \_\_\_\_\_ Classification: Traffic Control Workers I,II, III and Traffic Control Supervisor  
Name: \_\_\_\_\_

3. Reason for Action:

July 2008 REVISED DAR (of original March 2008 submittal)-- RMA requests a salary adjustment for the Traffic Control Workers class series while keeping the Supervisor level as is for now.

Background: In July 2007 RMA brought the road striping contract in-house to minimize costs and improve efficiencies by adding 3 new Construction/Maintenance Workers (CMW) to operate new striping and stenciling equipment and assigning support duties to the existing Sign Maintenance Workers (SMW) with the intent to train them all to operate the equipment and perform the new duties. Since we were grouping different job classes together (CMW's and SMW's) to perform related duries, we requested the reclassification of all positions with the new striping duties to a new class of Traffic Control Workers. This was approved. We also requested the salary grades for the new classes to be set at the CMW rather than at the lower paid SMW level. However, this was not approved.

Since the program began, we have observed the practical application of the new duties with the new equipment and we have seen that the new job duties require a significant new skill set beyond that of the old SMW job class. The old SMW salary levels, however, do not adequately compensate the TCW for the additional skills/responsibilities.

We request adjustments linking the TCW to the CMW series while maintaining the internal salary relationships within the series (see attached spreadsheet). If the TCW I and II are set at the CMW I and II, then TCW I would receive 2% increase and TCW II would receive 1%. If TCW III is linked to TCW II with the same pay differential as the CMW IV versus the CMW III, then TCW III would receive 5%. If TC Supervisor is linked to the TCW III and has same differential as the Assist. Road Superintendent versus the CMW IV, then the TC Supervisor would have a 6% decrease. However, we propose NO change in the TC Supervisor pay until the rest of the TCW series catches up.

Furthermore, the new salary grades should be benchmarked with the CMW series respectively for any future salary adjustments. The cost of this proposal is less than \$12K per year for the entire 10-person crew, the Road Fund can absorb it, and the adjustment will significantly improve employee morale in the performance of new duties that are providing cost savings to the County by having brought the striping contract in-house.

RECEIVED

4. Requested Waivers and/or exercise of Authority: (List Personnel Rule)  
Personnel Rule 4.2.8

JUL 22 2008

TULARE COUNTY  
ADMINISTRATIVE OFFICE

5. Funding Source:  General Fund: \_\_\_\_\_ %  
014 225 Roads

Other (list below): Road Fund%  
Fiscal Impact-Cost of Request \$12K annualized

*OC - HR & D  
CC - Dept  
Aud  
Analyst  
PG  
Del Rpt*

6. Department/Agency Head Signature:

[Signature]  
Signature

Asst. Director - ADMIN  
Title

7-18-08  
Date

7. County Human Resources Review and Recommendation:

Approve     Deny     Modify \_\_\_\_\_  
Meet and Confer required?     Yes     No    If yes, completed?     Yes     No

Initials: [Signature]    7/21/08    Date: \_\_\_\_\_

*Requires Meet & Confer if approved by*

8. CFO Fiscal Review:

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

Initials: [Signature]    Date: 7/30/08

9. County Administrative Officer Review and Recommendation:

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

Initials: [Signature]    Date: 7/30/08

Effective Date – the first day of the pay period following CAO approval:

❖ Explanatory Documentation: For a Reclassification Request the following must be provided:

- 1. Organization Chart, 2. Completed Position Audit Questionnaire, 3. Draft Classification Specification for any requested new class.

RMA - Roads - Traffic Control Worker Compensation Adjustment- 2008

	Step 1 Biweekly	Step 5 Biweekly	Step 1 Hourly	Step 5 Hourly	Percent Increase	Step 5 Hourly	Percent Increase
CMW I	\$996	\$1,213	\$12.45	\$15.16	13.77%		
CMW II	\$1,133	\$1,380	\$14.16	\$17.25	10.00%		
CMW III	\$1,246	\$1,518	\$15.58	\$18.98	9.35%		
CMW IV	\$1,362	\$1,660	\$17.03	\$20.75	10.72%		
Assist Road Superintendent	\$1,508	\$1,838	\$18.85	\$22.98			
TCW I	\$976	\$1,189	\$12.20	\$14.86	14.89%	\$15.16	2.02% Link TCW I to CMW I
TCW II	\$1,122	\$1,366	\$14.03	\$17.08	4.10%	\$17.25	1.02% Link TCW II to CMW II
TCW III	\$1,167	\$1,422	\$14.59	\$17.78	23.77%	\$18.67	5.05% Link TCW III to TCW II with same differential between CMW III and CMW IV (Leadworker)
Traffic Control Supervisor	\$1,445	\$1,760	\$18.06	\$22.00		\$20.67	-6.03% Link TCS to TCW III with same differential between CMW IV and Assist Road Super
TCW I	\$976	\$1,189	\$12.20	\$14.86	2.02%		
CMW I	\$996	\$1,213	\$12.45	\$15.16			
TCW II	\$1,122	\$1,366	\$14.03	\$17.08	1.02%		
CMW II	\$1,133	\$1,380	\$14.16	\$17.25			
TCW III	\$1,167	\$1,422	\$14.59	\$17.78	6.75%		
CMW III	\$1,246	\$1,518	\$15.58	\$18.98			
Traffic Control Supervisor	\$1,445	\$1,760	\$18.06	\$22.00	4.43%		
Assist Road Superintendent	\$1,508	\$1,838	\$18.85	\$22.98			

**EMPLOYMENT**  
**7/17/2008**  
**CONTRACTOR**

**From:** John Rodriguez  
**To:** Hunt, Roger  
**Date:** 7/8/2008 11:15 AM  
**Subject:** DAR: Traffic Control Workers

**CC:** Huntley, Tim; Sjostrom, Rhonda  
Roger,

Following are some of the concerns we spoke about on the phone yesterday:

RMA Proposed increases -

4.21% Supervisor  
6.32% TCW III  
0.96% TCW II  
1.94% TCW I

1) Any change to salary will involve meet & confer with UAW. A change to the Supervisory class will involve meet & confer with SEIU.

2) We agree that the percentage change at the I and II level are minimal (1 & 2 %); however the increase at the TCW III level seems out of order. Equating the CMW III to the TCW III is a stretch. The primary differences are that the CMW III must be proficient in a number of the large pieces of equipment, requires a Class B license, falls under DOT regulations, and requires more work experience. In order to be hired (or promoted) to the CMW III level, the applicant must take and pass a practical exam at Rankin Field to demonstrate proficiency on up to 5 pieces of heavy equipment. It doesn't appear that the TCW classes have any where near these requirements or expectations.

3) I don't find a recruitment or retention issue at the TCW to support an increase.

4) Lastly, I am unsure about the span of control for the Asst Road Superintendent as compared to Traffic Supervisor with a unit of 8 FTE. I have the sense that the Asst Road Supt has a greater span of control in both responsibility and staffing.

If I remember correctly you were going to review this with Henry and John Brou.

Thanks,

John



CAO DELEGATED ACTION REQUEST  
( Send ORIGINAL to the CAO)

*Original Request*

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  
 Other: \_\_\_\_\_

2. Position Location: Department Name: Resource Management Agency (RMA) Agency Number: 230

To What Location: \_\_\_\_\_ Org(s) Cost Dist.: \_\_\_\_\_ Dept. ID-6 Digit #: 230531 Jobcode #: 043610, 043620, 043700, 043500

From What Location: \_\_\_\_\_ Org(s) Cost Dist.: \_\_\_\_\_ Dept. ID-6 Digit #: \_\_\_\_\_ Jobcode #: \_\_\_\_\_  
Position Number: \_\_\_\_\_ Classification: Traffic Control Workers I,II, III and Traffic Control Supervisor  
Name: \_\_\_\_\_

3. Reason for Action:

RMA requests a salary adjustment for the Traffic Control Workers class series including the Supervisor.

Background: When the County took over the road striping contract and brought it in-house, in an effort to minimize potential costs as well as improve efficiencies, we added only a few new staff as Construction and Maintenance Workers (CMW) to operate newly acquired striping and stenciling equipment as well as assigning support duties to the existing Sign Maintenance Workers (SMW) with the intent to train them all to operate the equipment and perform the new duties. Since we were grouping different job classes together (CMW's and SMW's) to perform related duties, we requested the reclassification of all positions with the new striping duties to a new class of Traffic Control Workers. This was approved. We also requested the salary grades for the new classes to be set at the CMW rather than at the lower paid SMW level. However, this was not approved.

In the time since the program began, we have observed the practical application of the new duties with the new equipment and we have seen that the new job duties do require a significant new skill set beyond that of the old SMW job class. We do not believe the salary level at the old SMW level adequately compensates the Traffic Control Workers and Supervisor for new skill sets and additional responsibilities.

We request the following adjustments: The salary levels for the Traffic Control Workers I, II and III be set at the CMW I, II and III levels respectively. The salary for the Traffic Control Supervisor be set at the Assistant Road Superintendent level. The new salary grades should be benchmarked with the CMW series and Assistant Road Superintendent class respectively for any future salary adjustments. The cost of this proposal is not a big cost (\$12K per year for the entire 10-person crew), the Road Fund can absorb it, and the adjustment will significantly improve employee morale in the performance of new duties that are providing cost savings to the County by having brought the striping contract in-house.

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

Personnel Rule 4.2.8

5. Funding Source:  General Fund: \_\_\_\_\_%  Other (list below): Road Fund%  
014 225 Roads Fiscal Impact-Cost of Request \$12,178 annualized

6. Department/Agency Head Signature:

*JB*  
*Henrietta Walsh*

*2/22/11*

Signature

Title

Date

**County Human Resources Review and Recommendation:**

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

Meet and Confer required?     Yes       No      If yes, completed?     Yes     No

Initials: \_\_\_\_\_ Date: \_\_\_\_\_

**8. CFO Fiscal Review:**

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

Initials: \_\_\_\_\_ Date: \_\_\_\_\_

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

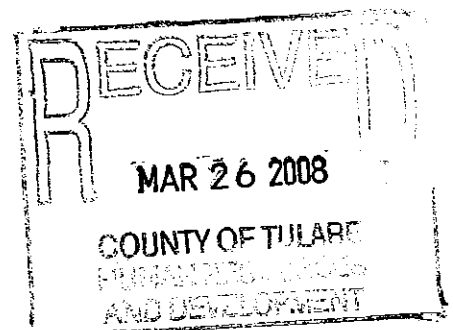
Approve       Deny       Modify \_\_\_\_\_

Initials: \_\_\_\_\_ Date: \_\_\_\_\_

Effective Date – the first day of the pay period following CAO approval:

❖ **Explanatory Documentation:** For a Reclassification Request the following must be provided:

1. Organization Chart, 2. Completed Position Audit Questionnaire, 3. Draft Classification Specification for any requested new class.



# CAO DELEGATED ACTION REQUEST

[Send two copies to the HR Director.]

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.

AUG 21 2008

Employee - Koharig ( Karrie ) Donabed ID # 022840 Position # 3006  
Jail Services Manager

## 2. Reason for Action:

Our Jail Services Manager has been employed by the County since 11/2007. She currently is at step two and we want to advance her to step four. During her employment she has brought professionalism to the Jail Services Unit which has been demonstrated by a savings of county funds. This was accomplished by reviewing our food inventory procedures to eliminate waste and by reviewing our vendor invoices and getting reduced prices. We recently completed our environmental health inspection and were complimented on the cleanliness of the kitchen; this was also noted by the Tulare County Grand Jury during their inspection of our facilities. She continues to evaluate the way we do business in an effort to reduce costs. The cost savings since her employment has been approximately \$150,000 plus. We want to retain our employees who demonstrate the desire to do a good job and to save money while doing it.

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

CAO has authority to grant this request according to Administrative Regulation No. 33

## 4. Department/Agency Head Signature:

Recommended by:

David C. Whaley Under Sheriff 8-18-08  
Signature Title Date

OC - HR dd  
CC - Dept  
Aud  
Del Rpt  
PG  
Analyst  
Title

## 5. County Human Resources Review and Recommendation:

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

Meet and Confer required?  Yes  No

John Lopez HR Mgr 8/21/08  
Signature Title Date

DAR Type #4

## 6. County Administrative Officer Review and Recommendation:

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

Initials [Signature] Date 8/25/08

## 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:

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Phil Cox this Agreement is between the County of Tulare and the Kings/Tulare Area Agency on Aging, 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 \$100 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$100 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.

Mary Ann Lawrence, Director  
Kings/Tulare Area Agency on Aging  
3500 W. Mineral King Ave., Suite C  
Visalia, CA 93291

Accepted By: Mary Ann Lawrence  
Title: RSVP Volunteer Coordinator Date: 7/30/08

For Tulare County:

Kristin Bennett 8/5/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23672

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Allen Ishida, Supervisor Connie Conway, Supervisor Phil Cox, Supervisor Steve Worthley, and Supervisor Mike Ennis this Agreement is between the County of Tulare and the Latino Peace Officers Association, 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 \$5,000 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$5,000 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.

Gabe Cano, President  
Latino Peace Officers Association  
P.O. Box 3835  
Visalia, CA 93278

Accepted By: GABE CANO

Title: PRESIDENT

Date: 7/29/08

For Tulare County:

Kristin Bennett 8/5/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23673

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Mike Ennis this Agreement is between the County of Tulare and the Ponderosa Property Owners Association, 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.

John Kracik, Treasurer  
Ponderosa Property Owners Association  
56693 Aspen Drive  
Springville, CA 93265-9436  
(559) 542-2639

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

Title: \_\_\_\_\_

Date: \_\_\_\_\_

For Tulare County:


Kristin Bennett 8/5/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23674

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Allen Ishida, Supervisor Connie Conway and Supervisor Phil Cox this Agreement is between the County of Tulare and the California Restaurant Association Central Valley, 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.

Carey Kajioka  
California Restaurant Association Central Valley Chapter  
2316 W. Whitendale Ave. Suite B  
Visalia, CA 93277

Accepted By: 

Title: Treasurer

Date: 7/24/08

For Tulare County:

 8/5/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23675

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Connie Conway this Agreement is between the County of Tulare and the Tulare Hospital Foundation, 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 \$215 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$215 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.

Theresa Menezes  
Tulare Hospital Foundation  
869 Cherry Street  
Tulare, CA 93274  
(55) 685-3448

Accepted By: Theresa Menezes

Title: Foundation Director

Date: 7/30/08

For Tulare County:

Kristin Bennett 8/5/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23676



**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Allen Ishida, Supervisor Connie Conway, Supervisor Phil Cox, Supervisor Steve Worthley and Supervisor Mike Ennis, this Agreement is between the County of Tulare and the Tulare County Symphony, 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 \$5,000 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$5,000 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.

Frances Levy, General Manager  
Tulare County Symphony  
P.O. Box 1201  
Visalia, CA 93279

Accepted By: Frances B Levy

Title: General Manager

Date: 7/31/2008

For Tulare County:

Kristin Bennett 8/5/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23677

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Allen Ishida, Supervisor Connie Conway, Supervisor Phil Cox and Supervisor Steve Worthley, this Agreement is between the County of Tulare and the Sequoia Visalia Kiwanis 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 \$1,000 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$1,000 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.

Tony DeMello, President  
Sequoia Visalia Kiwanis Club  
3201 West LaVida  
Visalia, CA 93277

Accepted By: Anthony P. DeMello

Title: Pres

Date: 8-8-08

For Tulare County:

Kristin Bennett 8/13/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23678

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Allen Ishida, Supervisor Connie Conway, Supervisor Phil Cox and Supervisor Steve Worthley this Agreement is between the County of Tulare and the Tulare Kings Hispanic 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.

Sylvia Soria, Committee Chair  
Tulare Kings Hispanic Chamber of Commerce  
711 N. Court St., Suite C  
Visalia, CA 93291  
(559) 734-6020

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

Title: Chik Verde Golf Tournament  
Committee Chair

Date: 8/5/08

For Tulare County:

Kristin Bennett 8/15/08  
Kristin Bennett, Assistant County Administrative Officer

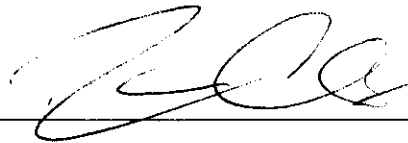
TULARE COUNTY AGREEMENT NO. 23688

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Phil Cox this Agreement is between the County of Tulare and the American Cancer Society, 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 \$2,500 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$2,500 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.

Rob Cox, Manager  
American Cancer Society - Relay For Life  
300 N. Willis St.  
Visalia, CA 93291  
(559) 417-5108

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



Title: Relay For Life, Manager

Date: 8/14/08

For Tulare County:

 8/15/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23689

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Connie Conway and Supervisor Phil Cox this Agreement is between the County of Tulare and the Valley Oak SPCA, 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 \$1,000 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$1,000 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.

Judy Landers  
Valley Oak SPCA  
29016 Highway 99  
Visalia, CA 93277

Accepted By: Judy Landers

Title: Event Co-Chair

Date: 8-12-08

For Tulare County:

Kristin Bennett 8/15/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23690

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Allen Ishida, Supervisor Connie Conway, Supervisor Phil Cox, Supervisor Steve Worthley and Supervisor Mike Ennis, this Agreement is between the County of Tulare and the Tulare County Hispanic Roundtable, 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 \$1,500 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$1,500 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.

Dr. Robert Aguilar, President  
Tulare County Hispanic Roundtable  
1100 W. Main St.  
Visalia, CA 93291

Accepted By: Robert Aguilar

Title: Director

Date: 8/14/08

For Tulare County:

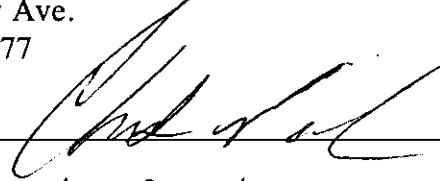
Kristin Bennett 8/25/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23091

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Allen Ishida, Supervisor Connie Conway, Supervisor Phil Cox, and Supervisor Mike Ennis this Agreement is between the County of Tulare and Chuck Woody, to help fund the End of the Trail Classic; **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 \$240 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$240 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.

Chuck Woody, Tournament Director  
PDGA - End of the Trail Classic  
5310 W. Cherry Ave.  
Visalia, CA 93277

Accepted By: 

Title: Tournament Director

Date: 8/14/08

For Tulare County:

 8/25/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23693

*Thank You  
All for supporting  
Disc Golf*

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Allen Ishida this Agreement is between the County of Tulare and Community, Services, Employment & Training, 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 \$4,000 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$4,000 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.

Raquel Gomez, Assistant Director of Community Initiatives  
Community, Services, Employment & Training  
P.O. Box 1350  
Visalia, CA 93279  
(559) 732-4194

Accepted By: Raquel Gomez

Title: Assistant Director Community Initiatives

Date: 8.15.08

For Tulare County:

Kristin Bennett 8/25/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23694



**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Mike Ennis this Agreement is between the County of Tulare and the Terra Bella Lions 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 \$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.

Geoff Galloway, President  
Terra Bella Lions Club  
P.O. Box 10186  
Terra Bella, CA 93270

Accepted By: Geoffrey C. Galloway

Title: President, Terra Bella Lions Club Date: 8-13-08

For Tulare County:

Kristin Bennett 8/25/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23695

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Allen Ishida this Agreement is between the County of Tulare and the Lemon Cove Presbyterian Church, 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.

Kathy Schwan, Pastor  
Lemon Cove Presbyterian Church  
P.O. Box 44337  
Lemon Cove, CA 93244

Accepted By: Kathy Schwan

Title: Pastor

Date: 8/18/08

For Tulare County:

Kristin Bennett 8/25/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23696

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Allen Ishida and Supervisor Connie Conway, this Agreement is between the County of Tulare and the COS Foundation, 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 \$1,000 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$1,000 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.

Kristin Hollabaugh, Executive Director  
COS Foundation  
915 S. Mooney Blvd.  
Visalia, CA 93277

Accepted By: Kristin Hollabaugh

Title: Executive Director

Date: 8/15/08

For Tulare County:

Kristin Bennett 8/25/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23697

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Phil Cox this Agreement is between the County of Tulare and the Tulare County Library Foundation, 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 \$420 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$420 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.

Brian Lewis, Chair  
Tulare County Library Foundation  
417 N. Locust St.  
Visalia, CA 93291

Accepted By: Brian Lewis

Title: CEO

Date: 8/20/08

For Tulare County:

Kristin Bennett 8/25/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23698

**GOOD WORKS FUNDING AGREEMENT**

1. At the request of Supervisor Steve Worthley this Agreement is between the County of Tulare and Chuck Woody, to help fund the End of the Trail Classic; **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 \$60 to Account #001-012-1010-2150 for the Recipient and issue a warrant in the amount of \$60 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.

Chuck Woody, Tournament Director  
PDGA - End of the Trail Classic  
5310 W. Cherry Ave.  
Visalia, CA 93277

Accepted By: 

Title: Tournament Director

Date: 8/20/08

For Tulare County:

 8/26/08  
Kristin Bennett, Assistant County Administrative Officer

TULARE COUNTY AGREEMENT NO. 23717