



**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: September 30, 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 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: Adoption of the proposed Memorandum of Understanding with the Tulare County District Attorney Investigators Association (TCDAIA).

REQUEST(S):
That the Board of Supervisors:

1. Ratify and approve the Memorandum of Understanding with the Tulare County District Attorney Investigators Association (Bargaining Unit #5), retroactive to July 1, 2008 through June 30, 2009.
2. Find that the Board had authority to enter into the proposed agreement as of July 1, 2008 and that it was in the County's best interest to enter into the agreement on that date.

SUMMARY:
In accordance with California Government Code 3505.1 Memorandum of Agreement, "If agreement is reached by the representatives of the public agency and a recognized employee organization or recognized employee organizations, they shall jointly prepare a written memorandum of such understanding, which shall not be binding, and present it to the governing body or its statutory representative for determination".

Due to the length of the meet and confer process required for negotiations, an agreement was not reached until after the current MOU expired (June 30, 2008). Board action is necessary for this tentative agreement to be binding upon the County and the employee organization.

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The following information is a summary of the major changes to the unit's MOU:

- A. Effective December 21, 2008, a wage increase of 2.75% shall go into effect for all employees covered by this agreement.
- B. Extend the term of the existing contract through June 30, 2009.
- C. Benefit Amount Changes:
 - 1. Current employees on payroll as of July 1, 2008 will have their benefit amount converted from the "base amount plus a percentage of salary" to a "flat dollar amount", effective with pay period 24. Also, current employees on the payroll as of July 1, 2008 will be eligible to have their benefit amount calculated at Step 5 prior to increase set forth in number 4. below. The classification of Investigator will receive \$343.78 per pp (based on 24 pps) and the Investigator-BL classification will receive \$353.79 per pp (based on 24 pps). This conversion will eliminate the "percentage factor" in calculating future benefit amount changes.
 - 2. New employees hired into this unit as of July 2, 2008 or later will receive a benefit amount of \$307.88 per pp (based on 24 pps) for the Investigator classification and \$316.09 per pp (based on 24 pps) for the Investigator-BL classification.
 - 3. The benefit amount for all employees will remain at the dollar amount in effect on July 1, 2008, for the term of this agreement, except for the increase provided in number 4. below.
 - 4. Effective with pay period 24, increase the benefit amount for those participating in the County's insurance plan by a flat \$7.55 per pay period or \$181 over a twelve (12) month cycle.
 - 5. Employees waiving participation in the County's health insurance program will have their benefit amount frozen at the level it was as of July 1, 2008.
 - 6. Employees have the option to join the Deputy Sheriff's Association health insurance program. The benefit amount will be same annual amount as cited above, however, will be paid over 26 pay periods for those participating in the TCDSA health insurance program.
- D. Increase Family Sick to 60 hours annually. Should the State or Courts determine that coverage extended to other family members by the County cannot be charged against the State mandated family coverage, Family Sick hours shall be limited to immediate (spouse, domestic partner, child, and parent) family members only thereafter.
- E. Agreed to updates and revisions of the Personnel Rules.

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FISCAL IMPACT/FINANCING:

If approved, costs for this agreement will be incorporated in the 2008/09 District Attorney's departmental budget.

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

Economic Well Being: Collaborate in developing and sustaining a well-qualified labor pool.

Organizational Performance: Provide a qualified, productive and competitively compensated County workforce. Promote an organization that continuously demonstrates the value of its employees in fulfilling the County mission.

ALTERNATIVES:

Direct staff to return to negotiations in the event the Board does not approve of the proposed agreement.

INVOLVEMENT OF OTHER DEPARTMENTS OR AGENCIES:

County Administrative Office
District Attorney's Office

ADMINISTRATIVE SIGN-OFF:



Tim Huntley
Human Resources Director

cc: Auditor/Controller
County Counsel
County Administrative Office (3)

Attachment: Memorandum of Understanding with the Tulare County District Attorney Investigators Association (July 1, 2008 – June 30, 2009)

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

IN THE MATTER OF Adoption of the proposed) RESOLUTION NO. _____
Memorandum of Understanding with the Tulare) AGREEMENT NO. _____
County District Attorney Investigators Association)
(TCDAIA))

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

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2. Found that the Board had authority to enter into the proposed agreement as of July 1, 2008 and that it was in the County's best interest to enter into the agreement on that date.