



Human Resources & Development COUNTY OF TULARE AGENDA ITEM

BOARD OF SUPERVISORS

ALLEN ISHIDA
District One

PETE VANDER POEL
District Two

PHILLIP A. COX
District Three

J. STEVEN WORTHLEY
District Four

MIKE ENNIS
District Five

AGENDA DATE: January 11, 2011

Public Hearing Required	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	N/A <input type="checkbox"/>
Scheduled Public Hearing w/Clerk	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	N/A <input type="checkbox"/>
Published Notice Required	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	N/A <input type="checkbox"/>
Advertised Published Notice	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	N/A <input 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 checked="" type="checkbox"/>	N/A <input type="checkbox"/>
Personnel Resolution attached	Yes <input type="checkbox"/>	No <input checked="" 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 checked="" type="checkbox"/> N/A <input type="checkbox"/>			

CONTACT PERSON: Tim Huntley

PHONE: 646-4900

SUBJECT: Side Letter of Understanding with the Tulare County Deputy Sheriff's Association

REQUEST(S):

That the Board of Supervisors:

1. Ratify and approve a Side Letter of Understanding between the County of Tulare and the Tulare County Deputy Sheriff's Association (TCDSA), Units 13 & 15, retroactive to November 3, 2010.
2. Find that the Board had authority to enter into the proposed agreement as of November 3, 2010 and that it was in the County's best interest to enter into the agreement on that date.

SUMMARY:

The Human Resources & Development Department (HR&D) completed updates and revisions to the County's Personnel Rules in 2008. As TCDSA was in a multi-year Memorandum of Understanding (MOU) at that time (July 1, 2006 – June 30, 2010) they were excluded from the meet and confer process for applicability of the revised Personnel Rules.

During negotiations for a successor MOU the updates and revisions to the Personnel Rules were proposed to TCDSA by HR&D, the following agreement was reached:

SUBJECT: Side Letter of Understanding with the Tulare County Deputy Sheriff's Association
DATE: January 11, 2011

1) Updates and revisions to the Personnel Rules, and

2) In lieu of Personnel Rule 6.7.7, Review of Sick Leave Usage, which states in part, "An employee's use of sick leave shall be periodically reviewed by his supervisor. This review will be part of the performance appraisal process for all employees and may be conducted more often as deemed necessary by the employee's supervisor"; the following language shall be added to the MOU in a side letter of understanding (attached):

"Management reserves the right to evaluate absenteeism as a component of an employee's performance and take corrective or disciplinary action as appropriate."

FISCAL IMPACT/FINANCING:

N/A

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

The County's five-year strategic plan includes Organizational Performance to provide for the stability of County operations through periods of economic fluctuations and changing priorities and service demands.

ALTERNATIVES:

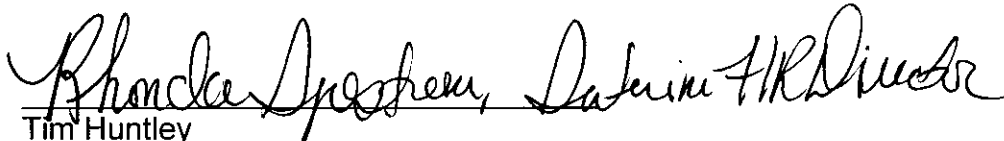
Direct staff to meet with representatives of TCDSA in the event the Board does not approve the side letter of understanding.

INVOLVEMENT OF OTHER DEPARTMENTS OR AGENCIES:

Sheriff's Department

SUBJECT: Side Letter of Understanding with the Tulare County Deputy Sheriff's Association
DATE: January 11, 2011

ADMINISTRATIVE SIGN-OFF:


Tim Huntley
Human Resources Director

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

Attachment(s): Side Letter of Understanding between Tulare County and the Tulare County Deputy Sheriff's Association (Units 13 & 15)

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

IN THE MATTER OF Side Letter of)
Understanding with the Tulare County)
Deputy Sheriff's Association)

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 _____
_____, BY THE FOLLOWING VOTE:

AYES:
NOES:
ABSTAIN:
ABSENT:

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

BY: _____
 Deputy Clerk

* * * * *

1. Ratified and approved a Side Letter of Understanding between the County of Tulare and the Tulare County Deputy Sheriff's Association (TCDSA), Units 13 & 15, retroactive to November 3, 2010.
2. Found that the Board had authority to enter into the proposed agreement as of November 3, 2010 and that it was in the County's best interest to enter into the agreement on that date.