



Human Resources & Development 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: June 21, 2011

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 checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>

CONTACT PERSON: Rhonda Sjostrom, Interim Director PHONE: 636-4900

SUBJECT: Adoption of the proposed Memorandum of Understanding with the District Attorney Criminal Investigators Association of Tulare County.

REQUEST(S):

That the Board of Supervisors:

1. Approve the Memorandum of Understanding between the County of Tulare and the District Attorney Criminal Investigators Association of Tulare County (DACIATC) from August 1, 2011 - July 31, 2013 .

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".

This Memorandum of Understanding (MOU) between DACIATC and the County has been negotiated during an ongoing dynamic fiscal environment in local, State, and Federal government. Board action is necessary for this tentative agreement to be binding upon the County and the employee organization. The previous MOU expires on July 31, 2011. There are 22 positions classified in this Bargaining Unit.

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The following information is a summary of the major changes or impacts for the term of this MOU:

1. Term of the contract: August 1, 2011-July 31, 2013 a two year agreement.
2. Benefit Amount Changes: Effective with the new Health Plan Year 2012, for employees participating in the Health Plan that have a benefit amount that is less than the premium charged for the \$1,000 deductible employee-only medical, dental, vision, and \$10,000 life insurance coverage, the County will increase the benefit amount to pay for any premium increase for plan year 2012. The increase to the benefit amount will coincide with the premium increase for plan years 2012 and 2013.
3. Maintain current suspension of all merit (step) increases during the term of this agreement.
4. The Sick Leave Buy Back program shall be suspended for the term of the agreement.
5. Maintain current Furlough program of forty (40) hours per year for term of agreement, with a 1.92% salary reduction for each year.

FISCAL IMPACT/FINANCING:

If approved, costs for this agreement will be incorporated in the proposed 2011/12 and 2012/13 County budget and department budget.

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

Organizational Performance: Provide for the stability of County operations through periods of economic fluctuations, changing priorities, and service demands.

ALTERNATIVES:

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

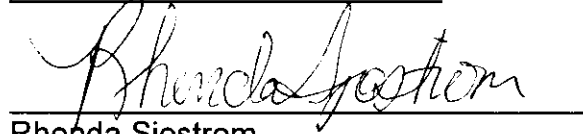
INVOLVEMENT OF OTHER DEPARTMENTS OR AGENCIES:

County Administrative Office
District Attorney's Office

SUBJECT: Adoption of the proposed Memorandum of Understanding with the District
Attorney Criminal Investigators Association

DATE: June 21, 2011

ADMINISTRATIVE SIGN-OFF:

A handwritten signature in cursive script, appearing to read "Rhonda Sjostrom", is written over a horizontal line.

Rhonda Sjostrom
Interim, Human Resources Director

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

Attachment: Memorandum of Understanding between the County of Tulare and the District
Attorney Criminal Investigators Association (August 1, 2011 – July 31, 2013)

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

IN THE MATTER OF Adoption of the proposed) **RESOLUTION NO.** _____
Memorandum of Understanding between the) **AGREEMENT NO.** _____
County of Tulare and the District Attorney)
Criminal Investigators Association (DACIATC).)

UPON MOTION OF SUPERVISOR _____, SECONDED BY
SUPERVISOR _____, THE FOLLOWING WAS ADOPTED BY THE
BOARD OF SUPERVISORS, AT AN OFFICIAL MEETING HELD June 21, 2011
_____, BY THE FOLLOWING VOTE:

AYES:
NOES:
ABSTAIN:
ABSENT:

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

BY: _____
Deputy Clerk

* * * * *

1. Approved the Memorandum of Understanding between the County of Tulare and the District Attorney Criminal Investigators Association of Tulare County for August 1, 2011 through July 31, 2013.