



# Human Resources and 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:** June 11, 2013

Public Hearing Required	Yes <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Scheduled Public Hearing w/Clerk	Yes <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Published Notice Required	Yes <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Advertised Published Notice	Yes <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Meet & Confer Required	Yes <input checked="" type="checkbox"/>	N/A <input type="checkbox"/>
Electronic file(s) has been sent	Yes <input checked="" type="checkbox"/>	N/A <input type="checkbox"/>
Budget Transfer (Aud 308) attached	Yes <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Personnel Resolution attached	Yes <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Agreements are attached and signature line for Chairman is marked with tab(s)/flag(s)	Yes <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>

CONTACT PERSON: Jeffrey T. Cardell PHONE: 636-4900

**SUBJECT:** Approval of the Proposed Memorandum of Understanding with the Tulare County District Attorney Investigators Association.

**REQUEST(S):**

That the Board of Supervisors:

Approve the attached Memorandum of Understanding between the County of Tulare and the Tulare County District Attorney Investigators Association (TCDAIA), Unit 5.

**SUMMARY:**

The current Memorandum of Understanding (MOU) between Tulare County and the Tulare County District Attorney Investigators Association (TCDAIA), Unit 5, expires on June 30, 2013. Authorized representatives of the County and TCDAIA met and conferred regarding the terms of a tentative successor MOU that will become effective on July 1, 2013, following Board approval.

The County received notice on May 20, 2013 that TCDAIA ratified the tentative agreement. Consistent with California Government Code, Board action is necessary for this agreement to be binding upon the County and the employee organization. The major areas of the agreement include the following:

1. **TERM.** One year term from July 1, 2013 through June 30, 2014.
2. **EMPLOYEE BENEFIT PLAN.** Minimum Benefit Amount for plan year 2014. The County currently provides a minimum benefit amount sufficient to cover the cost of the \$1,000 deductible plan for employee-only coverage for

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medical, dental, vision, and life insurance coverage. The County will continue to provide a minimum benefit amount in the amount necessary to cover the premium cost for the \$1,000 deductible plan for employee-only coverage for medical, dental, vision, and life insurance for plan year 2014. Any increase to the minimum benefit amount for the \$1,000 deductible plan employee-only coverage will be effective to coincide with any premium increases for plan year 2014.

3. **SALARY INCREASE.** A 3% salary increase effective July 14, 2013 (pp #16).
4. **SICK LEAVE BUY BACK.** Maintain the suspension of the sick leave buyback program.

**FISCAL IMPACT/FINANCING:**

The agreement will result in increased salary and benefit costs of approximately \$23,758 which will be incorporated into the proposed 2013/14 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.

**ADMINISTRATIVE SIGN-OFF:**

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Jeffrey T. Cardell  
Human Resources Director

Cc: Auditor-Controller  
County Counsel  
County Administrative Office (2)

Attachment(s)

Memorandum of Understanding

IN THE MATTER OF ADOPTION OF )  
THE PROPOSED MEMORANDUM OF ) Resolution No. \_\_\_\_\_  
UNDERSTANDING WITH THE TULARE ) Agreement No. \_\_\_\_\_  
COUNTY DISTRICT ATTORNEY )  
INVESTIGATORS ASSOCIATION )

AYES: SUPERVISORS ISHIDA, VANDER POEL, COX, WORTHLEY AND ENNIS  
NOES: NONE  
ABSTAIN: NONE  
ABSENT: NONE

DAY  
6/11/13