



Human Resources & Development

COUNTY OF TULARE AGENDA ITEM

BOARD OF SUPERVISORS

LARRY MICARI
District One

PETE VANDER POEL
District Two

AMY SHUKLIAN
District Three

EDDIE VALERO
District Four

DENNIS TOWNSEND
District Five

AGENDA DATE: June 29, 2021

Public Hearing Required	N/A
Scheduled Public Hearing w/Clerk	N/A
Published Notice Required	N/A
Advertised Published Notice	N/A
Meet & Confer Required	N/A
Budget Transfer (Aud 308) attached	N/A
Personnel Resolution attached	N/A
Agreement(s) attached	N/A

CONTACT PERSON: Lupe Garza PHONE: 559-636-4900

SUBJECT: Approve Salary Increases for Unrepresented Employees in Bargaining Units 9, 10, 11, 19, 20 and 21 and Other Compensation and Benefit Changes.”

REQUEST(S):

That the Board of Supervisors:

Approve salary increases for Unrepresented Employees in Specified Bargaining Units and other benefits and compensation changes in accordance with the following:

1. For Unrepresented employees in Bargaining Units 10, 11, 19, 20 and 21 a 3% salary increase effective July 4, 2021, and a 1% salary increase effective July 3, 2022. (This does not apply to County Elected Officials and the Board of Supervisors.)
2. For Unrepresented employees in Bargaining Unit 9, a 3% salary increase and a 5% Equity increase effective July 4, 2021, and a 2% salary increase effective July 3, 2022.
3. Continuation of the County's matching contribution (\$1.00 County dollar contributed for every \$4.00 employee dollars contributed, up to a maximum of \$1,750 in a calendar year) in the Deferred Compensation program. The County will increase the maximum contribution from \$1,750 to \$2,000 in a calendar year effective January 1, 2022.
4. Continuation of the funding for the Minimum Benefit Amount for Health Plan Years 2022 and 2023 for employees participating in the County health plan whose Benefit Amount may be less than the premium amount for \$750 deductible employee-only plan. The County shall contribute an additional \$50 per pay period (24 pay periods) for employees enrolled in the SJVIA health plan, Employee +

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Family tier level, effective with the 2022 Health Plan Year. The additional contribution of \$50 per pay period will continue in the 2023 Health Plan Year.

5. All Unrepresented Employees will receive a one-time payment of \$1,500 effective July 4, 2021.

SUMMARY:

The County Administrative Office has determined that the County is in a position to grant salary increases and other compensation changes for Fiscal Years 2021/22 and 2022/23. There are 732 full time allocated positions in Bargaining Units 9, 10, 11, 19, 20 and 21. A 5% equity increase is recommended for Unit 9 (Probation Institution Supervisors) as they are 16.59% below our comparison counties.

The County’s match contribution in the Deferred Compensation program encourages more employees to participate in the program and to save for retirement. The match for Unrepresented employees will increase by \$250 from \$1,750 to \$2,000 effective January 1, 2022.

The Minimum Benefit Amount for the Health Plan is to ensure that employees will have a benefit amount that is sufficient to pay for the premium charged for the \$750 deductible employee-only medical, dental, vision, and life insurance coverage. Effective with the 2022 Health Plan Year, the County will contribute an additional \$50 per pay period (24 pay periods) toward insurance premiums for those enrolled in the SJVIA health plans, employee plus family tier level. The contribution of the additional \$50 per pay period will continue in the 2023 Health Plan Year.

The County will provide a one-time advanced payment of \$1,500 the first full pay period following Board approval to unrepresented employees who are employed at such time and who maintain continuity of operations for the County’s critical infrastructure during the COVID-19 pandemic.

FISCAL IMPACT/FINANCING:

If approved, the salary increases will result in increased salary costs of approximately \$3,336,984, increased benefits of \$257,475, and a one-time payment of \$984,000 for Fiscal Years 2021-22 and 2022-23.

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

Strategic initiative 4 – Organizational Performance calls for the County to promote an organization that continuously demonstrates the value of its employees and provide a qualified, productive and competitively compensated County workforce.

ADMINISTRATIVE SIGN-OFF:

/s/Lupe Garza
Lupe Garza

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Human Resources Director

Cc: County Administrative Office
All Department Heads

Attachments: None