



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 13, 2023 REVISED

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 4% salary increase effective July 2, 2023, and a 3% salary increase effective June 30, 2024. (This does not apply to County Elected Officials and the Board of Supervisors.)
2. For Unrepresented employees in Bargaining Unit 9 (Probation Institution Supervisor and Probation Officer-Supervisor), a 4% salary increase, a 3% equity increase effective July 2, 2023, and a 4% salary increase effective June 30, 2024.
3. For Unrepresented Attorneys in Bargaining Units 11 and 20, as included in the attached Exhibit A, a 2% equity increase effective June 30, 2024.
4. For Unrepresented Fire Battalion Chiefs in Bargaining Unit 19, a 5% equity increase effective July 2, 2023.
5. Increase in Bilingual Pay from \$0.50 per hour to \$0.63 per hour.
6. Continuation of the County's matching contribution (\$1.00 County dollar contributed for every \$4.00 employee dollars contributed, up to a maximum of \$2,000 in a calendar year) in the Deferred Compensation program. The County will increase the maximum contribution from \$2,000 to \$2,250 in a calendar year effective January 1, 2024.
7. Continuation of the funding for the Minimum Benefit Amount for Health Plan Years 2024 and 2025 for employees participating in the County health plan whose

SUBJECT: Approve Salary Increases for Unrepresented Employees in Bargaining Units 9, 10, 11, 19, 20, and 21 and Other Compensation and Benefit Changes
DATE: June 13, 2023

Benefit Amount may be less than the premium amount for Anthem PPO \$750 deductible employee-only plan. For employees enrolled in an SJVIA health plan, Employee+Family tier level, the County shall contribute an additional \$25 per pay period (24 pay periods) effective with the 2024 health plan year and \$25 for the 2025 health plan year.

8. Approve a new Administrative Regulation No. 50 establishing policies and procedures regarding a cell phone stipend for unrepresented, Fair Labor Standards Act (FLSA) exempt county employees, to be effective July 1, 2023.

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 2023/24 and 2024/25. There are 835 full-time allocated positions in Bargaining Units 9, 10, 11, 19, 20, and 21. This includes local agency executives as defined in California Government Code § 3511.1 but excludes other County elected officials and the Board of Supervisors. A 3% equity increase is recommended for Unit 9 (Probation Institution Supervisors and Probation Officer-Supervisors), and 5% for Fire Battalion Chiefs in Unit 19 due to salary compaction within levels. Due to retention and recruitment challenges, a 2% equity increase is also being recommended for unrepresented Attorneys in Units 11 and 20 (Exhibit A) effective June 30, 2024.

The County recognizes the need for translation services in order to conduct efficient services to our community. It has been approximately 20 years since the current rate of bilingual pay was established. We are recommending an increase for this important skill from \$0.50 per hour to \$0.63 per hour.

The County's match contribution to 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 \$2,000 to \$2,250 effective January 1, 2024.

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 Anthem PPO \$750 deductible employee-only medical, dental, vision, and life insurance coverage. Effective with the 2024 and 2025 Health Plan Years, the County will contribute an additional \$25 per pay period (24 pay periods) toward insurance premiums for those enrolled in the SJVIA health plans, employee plus family tier level.

Administrative Regulation No. 50

According to a 2022 study conducted by Oxford Economics and Samsung, 85% of businesses have adopted some form of cell phone stipend program and are finding that these programs facilitate remote work, provide work-life integration for employees, assist in the consolidation of devices, boost productivity, and in some cases reduce costs. To realize similar benefits for the County workforce, the proposed Administrative Regulation

SUBJECT: Approve Salary Increases for Unrepresented Employees in Bargaining Units 9, 10, 11, 19, 20, and 21 and Other Compensation and Benefit Changes
DATE: June 13, 2023

No. 50 (AR 50) establishes a \$55 per month cell phone stipend program for unrepresented County employees who are classified as exempt under the Fair Labor Standards Act, effective July 2, 2023.

Participation in the proposed program would be voluntary, subject to Department Head approval, and subject to the employee entering and complying with the requirements of a Maintenance and Security Agreement (Agreement), to ensure that personal cell phones meet uniform security standards for conducting County business in accordance with the County Mobile Device Policy. The proposed monthly stipend of \$55 would be prorated and paid to eligible employees over 26 pay periods, starting in the first full pay period after the Agreement is fully signed.

FISCAL IMPACT/FINANCING:

If approved, this action will result in increased salary costs of approximately \$9,799,669 increased benefit costs of \$58,871, and a maximum cellphone stipend cost of \$825,116 (assuming the participation of every unrepresented, FLSA exempt employee) for Fiscal Years 2023/24 and 2024/25.

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 provides a qualified, productive, and competitively compensated County workforce.

ADMINISTRATIVE SIGN-OFF:

/s/Lupe Garza
Lupe Garza
Human Resources Director

Cc: County Administrative Office

Attachments:

Exhibit A - Unrepresented Attorneys
Exhibit B - AR 50 – Cell Phone Stipend Program
Exhibit C - Sample Maintenance and Security Agreement