



**SUTTER COUNTY SHERIFF'S OFFICE**  
**J. PAUL PARKER**  
**SHERIFF - CORONER**

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August 9, 2017

**ENDORSED FILED**

**SEP 28 2017**

Honorable Brian R. Aronson - Presiding Judge  
Superior Court of California  
County of Sutter

SUPERIOR COURT OF CALIFORNIA  
COUNTY OF SUTTER  
CLERK OF THE COURT  
By JACKIE LARWELL Deputy

**RE: Sheriff's Response to the 2016-2017 Grand Jury Report**

The Sheriff thanks the Sutter County Grand Jury for their time, effort and commitment in compiling their 2016-2017 final report.

On June 22, 2017 the Sheriff's Office received a copy of the 2016-2017 report of the Grand Jury. In summary, the SCGJ made the following findings and recommendations. The Sheriff's response is below each finding. In recommendations, the areas dealing with the Sheriff's Office and/or requesting a response from the Sheriff are also listed below.

**Emergency Evacuation Report**

**FINDINGS**

- F1. Sutter County has the final say in the event of an evacuation call.
  - A. *For the County of Sutter and after consultation with all its included incorporated communities, the Sheriff agrees.*
  
- F2. Sutter County does have a "slow river rise, levee failure scenario" evacuation plan, but it is inadequate for rapidly evolving events.
  - A. *The Sheriff agrees.*
  
- F3. Opening up a second lane of traffic on Highway 20 or 99 is seen as unrealistic due to the amount of officers needed to accomplish the task.
  - A. *The Sheriff agrees.*
  
- F4. Not everyone in Yuba City received a phone call telling them of the evacuation order.
  - A. *The Sheriff is unaware of the precise percentage of notification success accomplished by Yuba City but would be surprised if it reached 100% and therefore agrees.*

**RECEIVED**

**AUG 11 2017**

## RECOMMENDATIONS

In summary, the SCGJ made the following recommendations. The Sheriff's response is below each recommendation.

- R1. Sutter County and Yuba City should be in agreement when considering an evacuation order to avoid public confusion.
- A. *The Sheriff agrees and it will immediately be implemented. In the future, as in the past, the County EOC (emergency operations center), will first consult with Yuba City and Live Oak leaders before making a call for evacuations to ensure that there is a common message and understanding. However, that being said, the Sheriff's Office is powerless if after consultation, a separate jurisdiction decides to proceed on a different path than what was agreed to.***

Some of the impacts and guidelines regarding evacuations can be found here:

[http://www.caloes.ca.gov/PlanningPreparednessSite/Documents/LegalGuidelinesforControllingMovementPeopleProperty\(FEAT%20doc\).pdf](http://www.caloes.ca.gov/PlanningPreparednessSite/Documents/LegalGuidelinesforControllingMovementPeopleProperty(FEAT%20doc).pdf)

- R2. Create evacuation routes based on resident addresses and projected population growth to expedite the process.
- A. *This has been accomplished by the County at:***  
<https://suttercounty.maps.arcgis.com/apps/InformationLookup/index.html?appid=db747339f2af4a37934da0a6c1c654ee>
- B. *Or simply search "Sutter County Evacuation Map" or similar nomenclature to find the link to the interactive map on the internet.***
- C. *This map not only gives the most logical evacuation route and an alternate route based on address, it also points to assembly points for people without motor transportation.***
- R3. Plans should be in place to accommodate handicapped individuals and those in need.
- A. *This recommendation will not be implemented by the Sheriff's Office. It is beyond the expertise and authority of the Sheriff's Office as we do not know of or maintain lists of handicapped individuals or persons in need in the County. Perhaps could be better answered by the Public Health services of the County. Also, see "C" in the previous answered recommendation.***
- R4. Develop an accurate model or timeframe for communities to use to understand how much time they have, based on where they live, before they are in danger of flooding due to:
- Complete dam failure
  - Partial dam failure (i.e. emergency spillway failure)
- A. *This recommendation will not be implemented because it is beyond the abilities and expertise of the Sheriff's Office. We do not employ dam engineers or hydrologist.***

***By law, the operators of any dam must provide a plan in the case of dam failure (Government Code - GOV § 8589.5). We rely on models and timeframes provided by the competent authorities overseeing the Dam.***

***That document can be found here:***

***[http://www.water.ca.gov/orovillereicensing/docs/wg\\_study\\_reports\\_and\\_docs/EO/SP-E4.pdf](http://www.water.ca.gov/orovillereicensing/docs/wg_study_reports_and_docs/EO/SP-E4.pdf)***

***(Note- this is a large document and may take a little time to download)***

***Most of this information is included in Sutter County Emergency Operations Plan Annex 5 as seen here: [https://www.co.sutter.ca.us/contents/pdf/cs/es/eop/Annex\\_5-Floods\\_and\\_Dam\\_Failure\\_Plan.pdf](https://www.co.sutter.ca.us/contents/pdf/cs/es/eop/Annex_5-Floods_and_Dam_Failure_Plan.pdf)***

***An inundation map can be found here:***

***<http://www.caloes.ca.gov/HazardMitigationSite/Documents/Inundation%20Map%20for%20Oroville%20Dam%202016.pdf>***

***A useful and interesting page containing flood maps, models, simulations, and evacuation information can be found here:***

***<http://www.orovilledaminfo.com/area-evacuation-information-and-inundation-maps-with-dam-failure-simulations.html>***

***Lastly, U.C. Santa Cruz research geophysicist Steven Ward completed a very interesting simulation of a full dam failure, partial dam failure and dam failure of the emergency spillway and it can be found here:***

***<https://www.youtube.com/watch?v=QWeksW0xulk>***

R5. Create a plan to deal with animals (livestock)

***A. Sutter County has a plan for animals located as follows:***

***[https://www.co.sutter.ca.us/contents/pdf/cs/es/eop/Annex\\_10-Domestic\\_Animal\\_Livestock\\_Plan.pdf](https://www.co.sutter.ca.us/contents/pdf/cs/es/eop/Annex_10-Domestic_Animal_Livestock_Plan.pdf)***

R6. Develop a plan for the orderly evacuation of all schools in the area.

***A. This recommendation will not be implemented. There are 13 public school districts in Sutter County containing dozens of schools. This does not include a large population in private schools in the area. The Sheriff's Office does not have the knowledge base or resources to develop evacuation plan for area schools. The Sutter County Superintendent of Schools has an Emergency and Disaster Preparedness Plan which specifies procedures for dealing with fire, flood, earthquakes, acts of violence, hazardous materials, disaster recovery organization and student accountability following a significant emergency or disaster.***

- R7. Create a communication link to keep the communities up-to-date on any potential crisis.
- A. This has been implemented on two levels.*
- a. County wide, the County subscribes to the NIXLE emergency notification system which has a very simple one button sign up that allows people to get either phone text and/or e-mail emergency notifications that are put out by the County.*
  - b. In March of this year, the Sheriff's Office released a free mobile app to connect with citizens of Sutter County through their smartphones and tablets. This allows Sutter County Sheriff's Office to quickly disseminate emergency alerts, and post information not only about emergency situations but also missing persons, traffic delays, and weekly crime reports. In the event of an emergency, app users receive instant notification via their mobile devices. Citizens can easily send comments and crime tips, anonymously if they wish, and place calls to Sutter County Sheriff's Office with the touch of a button. Anyone using Android, Windows or Apple platforms can download the app simply by going to the app store and searching for the Sutter County Sheriff's Office app. "The app provides an easy-to-use method for two-way communication between our office and community members. We hope this will develop into a valuable tool for keeping Sutter County safe.*

- R8. The county should use a call list that informs the public in time of emergency.
- A. The Sheriff is assuming this question is directed to the County.*

## **A Review of Whitaker Hall and Consolidation of County Buildings**

### **FINDINGS**

- F1. The ovens at Whitaker Hall are outdated.
  - A. The Sheriff agrees.***
- F2. The county may not be receiving market value for building rental rates.
  - A. The Sheriff agrees.***
- F3. There is a need for consolidation of county facilities.
  - A. The Sheriff agrees.***

### **RECOMMENDATIONS**

- R1. Purchase new ovens for Whitaker Hall within six months.
  - A. This recommendation will be implemented and is included in the FY 2017-18 budget. The Sheriff has requested the Capital Asset budget of the county include \$14,402 for new stoves. This amount includes a 10% contingency in case of overruns or inflation and we have requested to purchase it at the start of the budget year. (See attachment A)***
- R2. Perform a study on rental rates for local buildings and determine an appropriate rate for the county buildings at market value within six months.
  - A. This recommendation has been implemented. On May 23, 2017 a total overall increase of rental fees from \$500 to \$750 dollars was requested by the Sheriff for Whitaker Hall, and it was approved by the Board of Supervisors. This brings the rental fee more in line with other facilities in the area. This is the only rental building associated with the Sheriff's Office. (See attachment B)***
- R3. Investigate the feasibility of consolidation of departments into fewer county facility locations.
  - A. This recommendation will not be implemented as the Sheriff lacks authority in this matter and assumes it is directed to the County Board of Supervisors and the County Administrators Office.***

## SUTTER COUNTY JAIL OPERATIONS

### FINDINGS

F1. There are multiple educational opportunity programs available that the inmates are not taking advantage of.

*A. The Sheriff agrees*

F2. Jail is understaffed due to comparatively low pay, lengthy recruitment processes, inability of candidates to pass background checks and low transfer rates from other agencies due to pension reform rules.

*A. The Sheriff agrees that all of these factors contribute to staffing difficulties.*

F3. Inmates reported lack of activities to occupy time spent in custody.

*A. The Sheriff agrees*

F4. Current Jail facility makes it difficult to segregate inmates based on inmate classifications.

*A. The Sheriff agrees*

### RECOMMENDATIONS

R 1. Improve marketing of law enforcement opportunities to local educational institutions at the high school and community college levels.

*A. This recommendation has already been implemented since the Sheriff's Office participates in all local job fairs, both at the high schools and community college level and we visit and recruit at all area police academies. We have had a very successful cadet program since the early 1970's that brings youth into law enforcement in their early teen years and continues to develop and mentor them into full-time positions. We have recruited dozens of deputies via this channel. We also have a robust reserve program that promotes potential and/or part time deputies into full-time deputies. The Sheriff's Office will continue to participate in all recruitment venues facilitated by local schools.*

R2. Conduct a salary and benefit survey to identify comparative benefits.

*A. This recommendation will be implemented. Salary and benefit surveys are under the purview of the Human Resources department. However, the current County Memorandum of Understand with the deputies has a clause that a compensation survey will be done in early 2018 for information before the beginning of the next salary negotiations. (See attachment C).*

R3. Consider a scholarship program/hiring bonus incentive to attract potential officers.

- A. *This is a budgetary item beyond the authority of the Sheriff's Office. However, we do assist Sutter cadets and Sheriff Reserve officers going through the police academy by giving them support in providing firearms, ammunition, equipment and other items as is possible.*

R4. Streamline and prioritize the recruitment process.

*This recommendation has already been implemented. Starting in April of 2006, we began a series of procedural changes that cut the time line of recruitment and hiring considerably.*

- A. *We sent our background Lieutenant and two deputy recruiters to the POST Symposium on recruitment and retention for specialized training on this issue.*
- B. *We have trained more officers to conduct background investigations to speed up that process.*
- C. *We have hired retired Department of Justice investigators on a part time basis as background investigators to conduct background investigations on personnel to lighten the load on the departmental investigators and speed up the process.*
- D. *We have trained and utilized correctional officers to conduct background investigations on correctional and reserve officer personnel.*
- E. *We participate in all local Job fairs.*
- F. *The Undersheriff and Captain of Patrol have personally recruited local police academy classes for the past several years.*
- G. *We have sent our recruiters to the numerous regional academies in the north state (Yuba, Butte, Napa, Santa Rosa, San Joaquin Delta Public Safety Training Center and Sacramento Regional) for recruitment which has resulted in a number of applications and job offers.*
- H. *In consultation with POST, we eliminated a redundant POST entry exam for applicants that have graduated from an academy within the prior 12 months and accepted the academy T score instead.*
- I. *We have eliminated a separate physical agility test that was proctored by the county and instead accept the physical agility test administered by the academies.*

R5. Partner with other agencies to offer enhanced recreational, educational and vocational programs.

- A. *This recommendation has already been implemented in conjunction with the Community Corrections Partnership, the Sheriff partners with Probation, the District Attorney, Yuba City Police, the Court Executive Officer, Public Defender, Health and Human Services, Pathways, Sutter County One Stop, the Office of Education, Health and Human Services, Social Services, and Behavioral Health Services. Regarding education services, the Adult Education Teacher working with the Sutter County Jail works 20 hours each week, is providing General Equivalency Diploma (GED) Preparation, Determination of Credit Deficiencies, and Development of*

***Individualized Lesson Plans. There continues to be interest in GED/High School Diploma from jail inmates, and weekly attendance for Educational Services at the Sutter County Jail averaged 16 students each week. Since July 1, 2016, 26 inmates have earned Milestone Credits due to their participation in Adult Education program at the jail.***

***Employment services through the Sutter County One Stop, Business Workforce Specialist, is currently working with 49 offenders to address their employment needs. Of those, 14 are employed and receiving retention services, 35 are obtaining Employment Readiness services including interview prep, resume development, supervised/customized job search, and job development. It is noted that an additional 12 offender's secured employment, completed retention services, and were closed from their caseload.***

***Total # of EMPLOYMENT referrals YTD for FY 16/17 = 97***

R6. Solicit additional funding from the State of California to house, staff and operate additional programs consistent with those offered by State prison facilities.

***A. This recommendation has already been implemented. The Sheriff's Office jail was awarded approximately \$10 million in grant funding from AB900 phase II to increase bed space and update medical. The Sheriff's Office did put in a needs assessment for funding of 20 million dollars under SB 863. We were not awarded. The Sheriff's Office was ineligible for the last round of State funding under SB844 as we have received previous awards under AB900. In short, if there are funding opportunities, we apply for them.***

This concludes the Sheriff-Coroner-Public Administrator's response to the findings and recommendations of the 2016-2017 Sutter County Grand Jury Final Report.

Respectfully submitted,



J. PAUL PARKER  
SHERIFF-CORONER

cc: Sutter County Board of Supervisors  
Scott Mitnick, County Administrative Officer  
Donna M. Johnston – County Clerk



FORM CA: CAPITAL ASSETS REQUEST  
Fiscal Year 2017/18

Budget Unit Title: Sheriff Training Center

Budget Unit No. 0015-2204

**\*\*USE THIS FORM FOR CAPITAL ASSET OBJECT LEVEL ACCOUNTS\*\***

ITEM DESCRIPTION & BASIS FOR REQUEST:

PRIORITY NO. 1

**Range 8 Open Burners and Range Manual Griddle**

Our Training Center stoves are over thirty years old and constantly in need of repairs. We are refurbishing the Training center and the ranges are a real eye sore. They are covered with rust and baked grease that cannot be removed. There is no guarantee how long they will work properly. We request authority to purchase this item immediately at the start of the budget year, instead of waiting until final adoption of the budget in October. I have also build in a 10% contingency in case of a price increase.

Department Request: No. of Items 1 Estimated Unit Cost \$ 14,402 Total \$ 14,402

Purchasing Review	YES	NO	DATE _____	Estimated Unit Cost _____
CAO Recommend:	No. of items _____	Estimated Unit Cost \$ _____	Total \$ _____	

ITEM DESCRIPTION & BASIS FOR REQUEST:

PRIORITY NO. \_\_\_\_

Department Request: No. of Items \_\_\_\_ Estimated Unit Cost \$ \_\_\_\_\_ Total \$ \_\_\_\_\_

Purchasing Review	YES	NO	DATE _____	Estimated Unit Cost _____
CAO Recommend:	No. of items _____	Estimated Unit Cost \$ _____	Total \$ _____	

ITEM DESCRIPTION & BASIS FOR REQUEST:

PRIORITY NO. \_\_\_\_

Department Request: No. of Items \_\_\_\_ Estimated Unit Cost \$ \_\_\_\_\_ Total \$ \_\_\_\_\_

**\* Please refer to the "Sutter County Capital Asset Policy" (1/1/99).  
See Instructions for Completing This Form**

Cumulative Sum of all pages (if this is the last CA page) \$ \_\_\_\_\_  
Form CA Page \_\_ of \_\_



**SUTTER COUNTY SHERIFF'S OFFICE**  
**J. PAUL PARKER**  
**SHERIFF - CORONER**

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May 23, 2017

**TO:** Board of Supervisors  
**FROM:** J. Paul Parker, Sheriff Coroner  
**SUBJECT:** Approval of Sheriff's Training Center Rent Increase (4/5ths Vote Required).

RECOMMENDATION:

Authorize an increase in rent, maintenance, reservations, and deposit fees for the use of the Sheriff's Training Center (4/5ths Vote Required).

BACKGROUND:

The Sheriff's Office uses this building to train its employees. The facility is also rented out to county constituents for their activities, such as quinceañeras, wedding celebrations, etc. The rental fees for the use of the Sheriff's training center have not been increased in the last thirty years. We have found that the cost of labor and materials needed to keep the center in good shape exceeds the income it generates. To compare, the following are daily fees charged in county-owned buildings rented out to constituents:

<u>Veterans Hall</u>	
Reservation	\$50
Rent	375
Maintenance	425
Security Deposit (Refundable if facility left clean/undamaged)	<u>440</u>
Total	\$1,290
<u>Ettl Hall</u>	
Reservation	\$50
Rent	500
Security Deposit (Refundable if facility left clean/undamaged)	<u>400</u>
Total	\$950
<u>Sheriff Training Center</u>	
Rent	\$150
Maintenance	150
Security Deposit (Refundable if facility left clean/undamaged):	<u>200</u>
Total	\$500

Rentals to non-profit or governmental organizations do not include the rent fee, but do the maintenance fee. We request a new fee of \$50 for a reservation; an increase in the daily rent and maintenance fees of \$50 each; and an increase in the security deposit of \$100. This would result in a total daily fee increase to private parties of \$250 or \$150 if the premises were left clean and undamaged.

PRIOR BOARD ACTION:

This is the first time this measure has been brought before your Board.

ALTERNATIVES:

We could operate under the status quo, but the problems associated with costs exceeding income would continue. Also, your Board could settle of a different set of fees.

INVOLVEMENT OF OTHER DEPARTMENTS:

CAO, General Services and Sheriff staff have met and agreed that fees should be increased.

ACTIONS FOLLOWING APPROVAL:

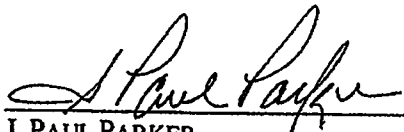
We will revise the current rental agreement contract to reflect the approved increases.

FISCAL IMPACT:

It is estimated that the cost of this budget unit is \$16,027. We estimate that this facility is rented 40 times per year, nine of which are by non-profit or governmental organizations. Therefore, we assume revenue of \$16,200 (\$450 x 31 plus \$250 x 9). The annual revenue for this budget unit is estimated to be \$173.

COMMITTEE REVIEW:

This item was reviewed by the Agriculture, Public Protection, and General Government Committee on May 8, 2017, and recommended for approval by the Board of Supervisors on the consent calendar.



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J. PAUL PARKER  
SHERIFF CORONER



**County of Sutter**  
*Office of the County Administrator*

1160 Civic Center Boulevard  
Yuba City, California 95993  
Phone: (530) 822-7100 Fax: (530) 822-7103

March 28, 2017

TO: Honorable Board of Supervisors

SUBJECT: Approval of Memoranda of Understanding (MOUs) for Law Enforcement and Fire Safety Units; Salary and Benefit Agreement for the Confidential Unit; Salary and Benefit Agreement for Deputy County Counsels and Assistant County Counsel; Board Resolution Amending Salary and Benefits for Management Employees and the County Administrative Officer, County Counsel and Human Resources Director; Board Resolution Amending Salary and Benefits for Elected Department Heads and Related Budget Amendment (4/5 Vote Required)

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**Recommendations:**

1. Approve the Memorandum of Understanding with Law Enforcement Unit.
2. Approve the Memorandum of Understanding with Fire Safety Unit.
3. Approve the Salary and Benefit Agreement for the Deputy County Counsels and Assistant County Counsel.
4. Approve the Salary and Benefit Agreement for the Confidential Unit.
5. Approve the Board Resolution for Management Employees and the County Administrative Officer, County Counsel and Human Resources Director.
6. Approve the Board Resolution for Elected Department Heads.
7. Authorize the Chairman of the Board to sign the agreements and Board resolutions.
8. Approve budget amendment in the amount of \$5,500 for the Auditor-Controller to implement the 48/96 schedule in the payroll system (4/5<sup>th</sup> Vote required)

**Background & Discussion:** Attached for your Board's consideration are the Memoranda of Understanding (MOUs) and Agreements and Resolutions covering the period from December 24, 2016 through June 30, 2018, for the Law Enforcement and Fire Safety Units, Confidential Unit; Deputy County Counsels and Assistant County Counsel; Management Employees and the County Administrative Officer, County Counsel and Human Resources Director; and Elected Department Heads. It should be noted that the General, Supervisory and Professional bargaining units, which

make up 639 of the County's approximate 1,000 full time equivalents, are still at the bargaining table.

Major changes contained in the MOUs, resolutions and agreements are as follows:

**All Units/Groups**

- Clean-ups, clarifications, and general changes related to sick leave, leaves of absence, holiday pay, jury duty, eligibility lists, establishing advisory committees, and to establish consistency between groups. A more detailed list is available upon request.
- A salary increase of 2% effective April 1, 2017, or pay period following Board approval.
- A salary increase of 1% effective March 3, 2018, except for Fire Safety Unit.
- PERS Safety Members only – Beginning January 6, 2018, a salary increase of 3% in exchange for employees paying an additional 3% of the Employer's Share of PERS Retirement, resulting in a total of 12% being paid by employees. The PERS Contract will be amended prior to January to reflect this change.
- The County transitions to the CSAC-Excess Insurance Health Plan (EIAHealth) effective May 1, 2017. County contribution rates effective April 1, 2017 (for May 2017 premiums) and effective December 1, 2017 (for January 2018 premiums) are illustrated below:

Coverage Type	April 2017 County Contribution (up to)	December 2017 County Contribution (up to)
Employee Only Coverage	\$570.00	\$605.00
Employee Plus One Coverage	\$1,125.00	\$1,195.00
Employee Plus Family Coverage	\$1,563.00	\$1,660.00

- A one-time incentive of \$2,000 for Employee Only and \$3,000 for an Employee Plus One and Employee Plus Family paid into a Health Savings Account (HSA) will be offered in 2018 to those employees who are currently enrolled or newly enroll in the High Deductible Health Plan (HDHP), plus an amount equal to half the difference between the County contribution and the premium amount for the HDHP.
- Preventative Care Incentives for completion of an Annual Wellness/Health Screening Assessment offered through the wellness clinic for employees: Beginning in 2017, a \$25 gift card will be offered for completing the assessment; Beginning in 2018 up to a \$50 gift card will be offered.
- In January 2018, retirees age 65 and over will receive a maximum of \$55 per month towards health insurance premiums. The current maximum is \$16.
- An Early Retirement Incentive for employees with at least 10 continuous years of service is offered at \$1,000 per full year of service, up to \$25,000.
- A Compensation Survey will be done in early 2018 as information only for the beginning of the next negotiations.

**All units/groups except Fire and Law:**

- Contingent upon agreement with General, Supervisory and Professional Units, Holiday section is modified to provide, where business allows, County offices to be closed in 2017,

between Christmas Holiday and New Year's Holiday. These are not paid County Holidays, therefore employees would need to use accruals during the closure.

**For Law Unit:**

- Increases the Comp Time Bank Maximum.
- Dog Handling Pay for Canine Officers increased from 3.7 hours to 6 hours of unassigned time per pay period.
- Out of Class Pay for Dispatchers, Correctional Officers and Deputy Sheriffs who are assigned to supervise a shift due to an absence will receive an additional 7.5% of salary.
- Detective Premium Pay of 5% for Deputy Sheriffs and Sheriff's Sergeants who are assigned to the Investigations Section on a full-time basis.

**For Fire Unit:**

- Agency Shop provision was requested and approved by all members.
- Establish a 48/96 Shift schedule for a trial period of one year along with provisions to accommodate this schedule
- Doctor's Statement can be required following two or more consecutive work days.
- Out of Class Pay for Fire Engineers will be for hours worked and when a vacancy occurs and an assignment lasts more than four shifts, a 5% Out of Class Pay will apply vs. 2.5%. If a Fire Engineer is temporarily assigned to a Strike Team for the State and the County will be fully reimbursed, the 5% pay also applies.
- New Hire Probationary Period for Fire Engineer or Fire Captain will be 26 pay periods for new hires after July 1, 2017, but will include two existing employees on probation. The entry-level Firefighter will remain at 40 pay periods.

**Past Considerations of the Board:** The Board has previously approved the Letters of Understanding and Agreement Addendums, and Resolution for 2017 Health Insurance premiums only on February 14, 2017. The MOUs, Agreements and Resolutions have not previously been considered by the Board in open session.

**Alternatives:** The terms and conditions of these Agreements and Resolutions are consistent with the bargaining authority previously provided by the Board.

**Action Following Approval:** The Chairman of the Board will sign the Agreements and Board Resolutions and Human Resources will modify the *Rules Governing Employee Compensation, Benefits and Working Conditions* and the *Personnel Rules and Regulations*.

**Fiscal Impact:** The agreements recommended in this staff report reflect the following costs:

**One-Time Monies:** Incentives for the High Deductible Health Plan, Early Retirement Incentive, Annual Wellness/Health Screening Incentive, and a Compensation Survey. These costs will be paid for out of one time funding and allocated to individual departments as appropriate. It is estimated these one-time incentives will cost approximately \$550,000 over the life of the contracts. It is difficult to determine how many and what departments will be affected by these costs; however, these incentives will not result in ongoing costs to the County and may even result in long-term savings related to the Wellness Program and reductions in health insurance costs.