

# COUNTY OF KINGS



**County Positions: *History & Growth***

**August 1, 2023**



# COUNTY OF KINGS At Large Data

From Kings County Economic Development Corporation



# Economic Overview of Kings County: County Demographic Overview

- ❖ POPULATION: 151,090 per American Community Survey Data for 2016-2020
- ❖ CIVILIAN LABOR FORCE: 58,639 (Participation Rate of 53.6%)
- ❖ REGIONAL EDUCATION: Ages 25-64, 15% Bachelor's Degree or Higher, Compared to 34.3% Nation Wide
- ❖ MEDIAN HOUSEHOLD INCOME: \$61,556
- ❖ MEDIAN HOUSE VALUE: \$227,400



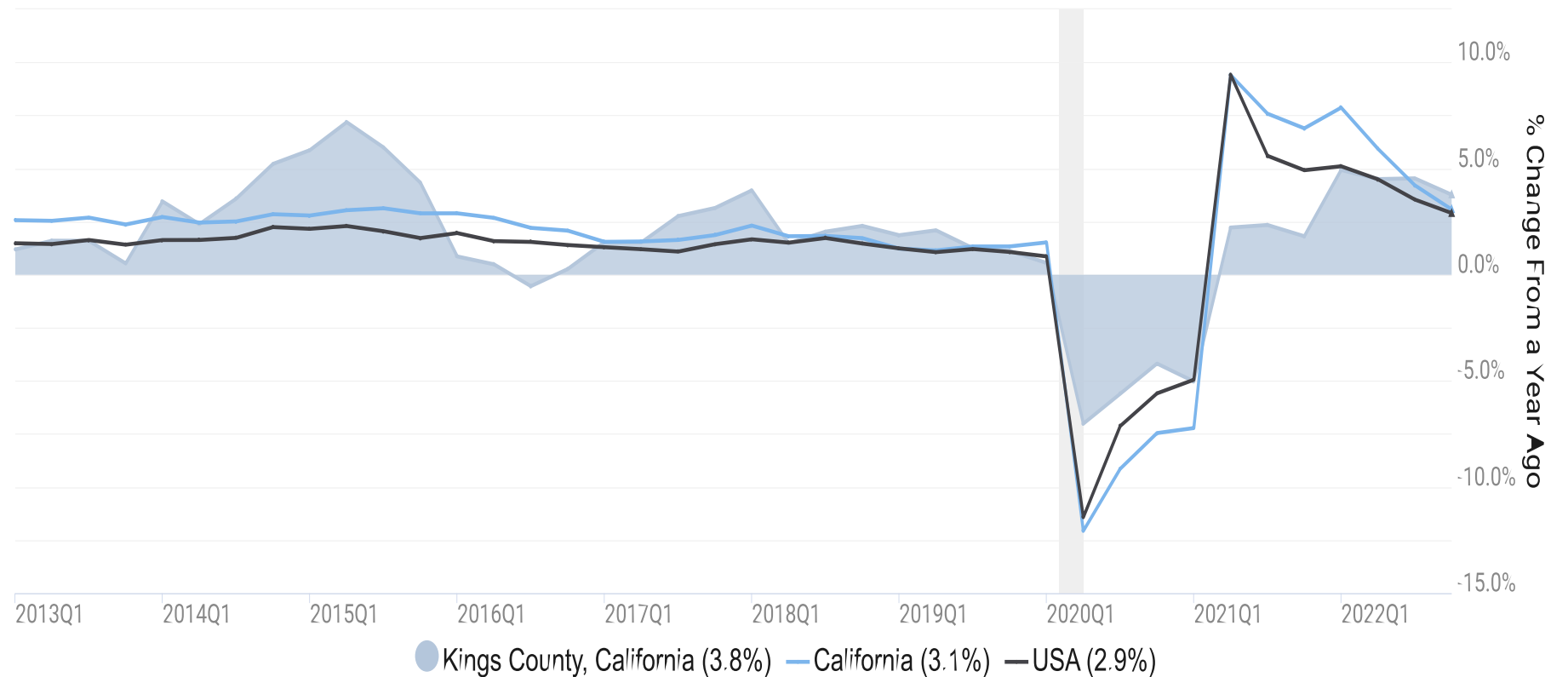
J O B S e Q



# Economic Overview of Kings County: County Employment Trends

- ❖ As of 2022Q4, total employment for Kings County, California was **51,350** (based on a four-quarter moving average). Over the year ending 2022Q4, **employment increased 3.8% in the region.**

Employment for Kings County, California



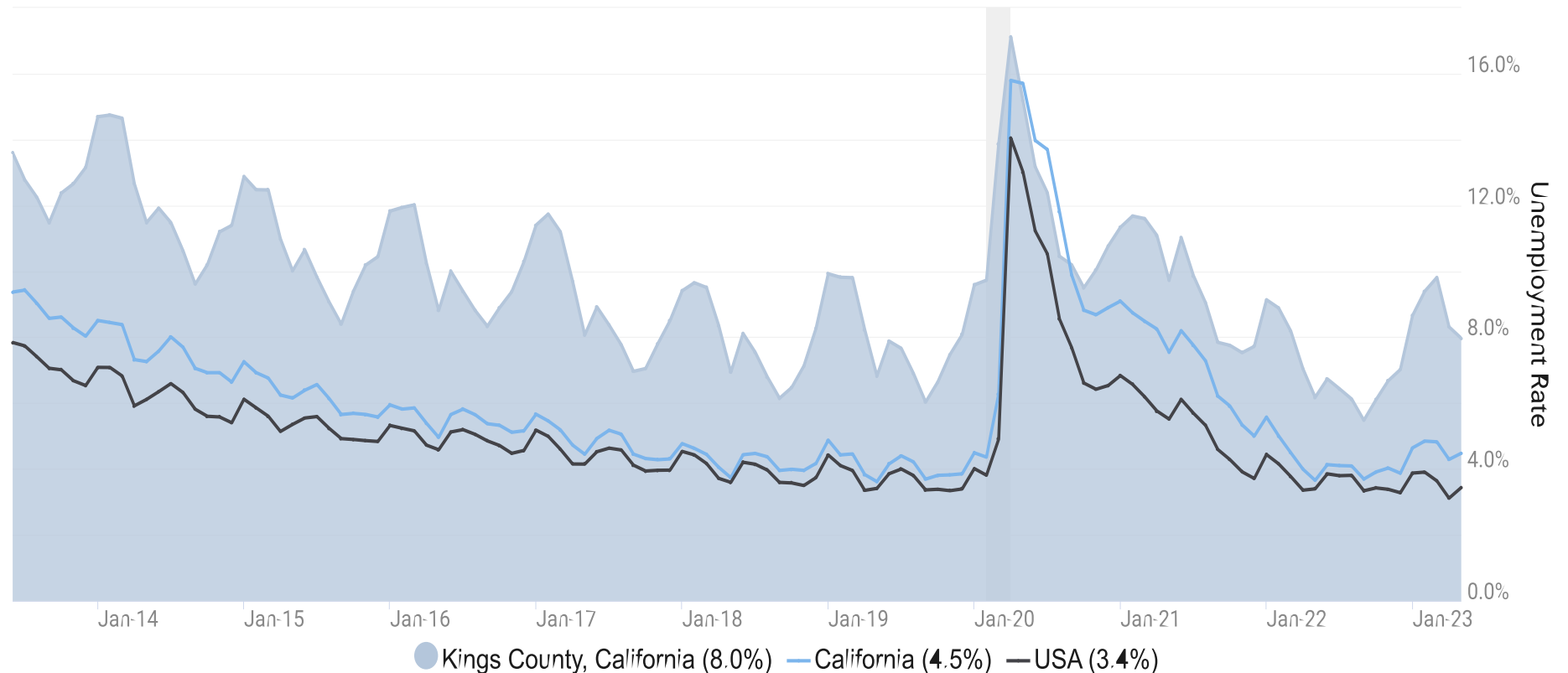
Source: JobsEQ®. Data as of 2022Q4. The shaded areas of the graph represent national recessions.



# Economic Overview of Kings County: County Unemployment Rate

- ❖ The unemployment rate for Kings County, California was **8.0% as of May 2023**. The regional unemployment rate was higher than the national rate of 3.4%. One year earlier, in May 2022, the unemployment rate in Kings County, California was 6.2%.

Unemployment Rate for Kings County, California



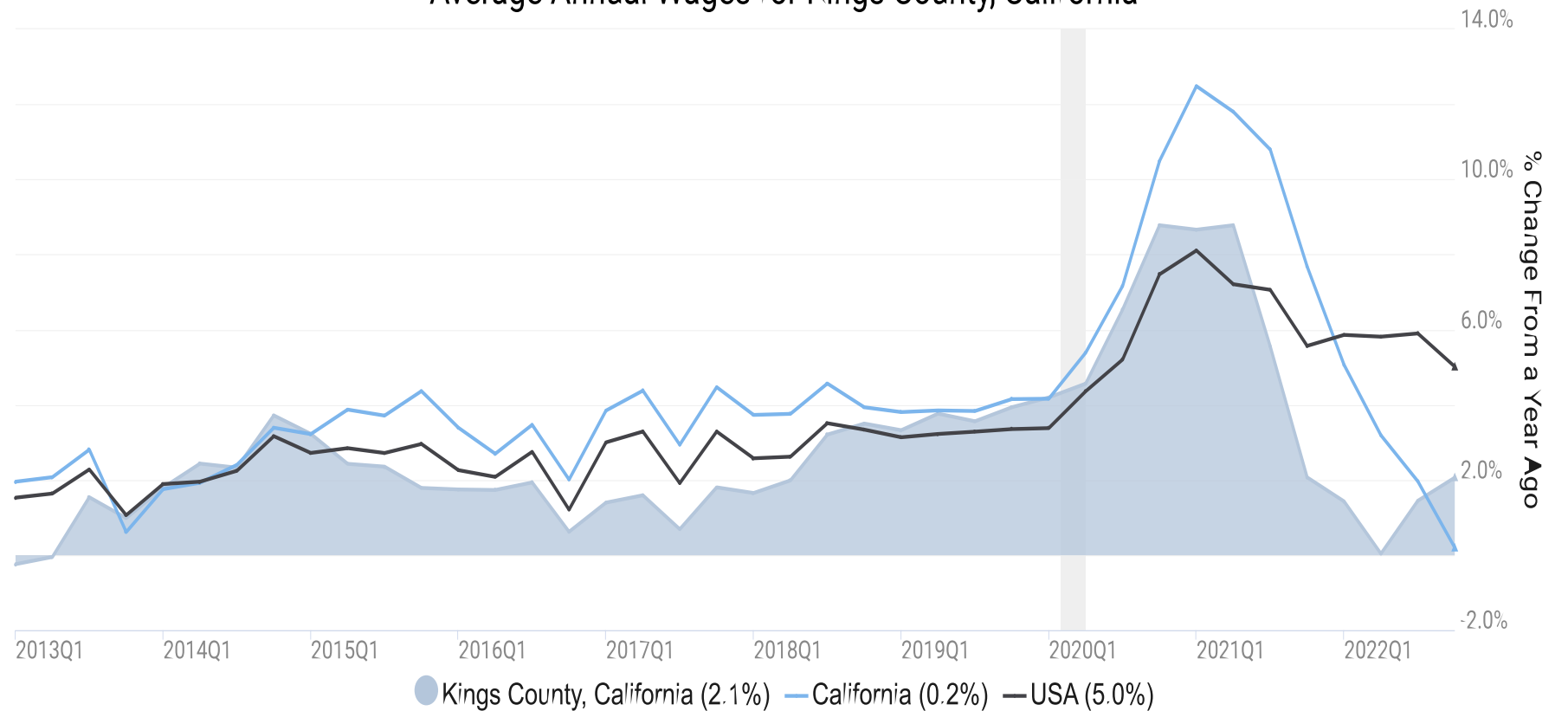
Source: JobsEQ®. Data as of May 2023. The shaded areas of the graph represent national recessions.



# Economic Overview of Kings County: County Wage Trends

- ❖ The average worker in Kings County, California earned annual wages of **\$53,398** as of 2022Q4. Average annual wages per worker **increased 2.1% in the region** over the preceding four quarters. For comparison purposes, annual average wages were \$68,838 in the nation as of 2022Q4.

Average Annual Wages for Kings County, California



Source: JobsEQ®. Data as of 2022Q4. The shaded areas of the graph represent national recessions.





# Economic Overview of Kings County: County Cost of Living Index

- ❖ The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is **lower** in Kings County than the State of California.

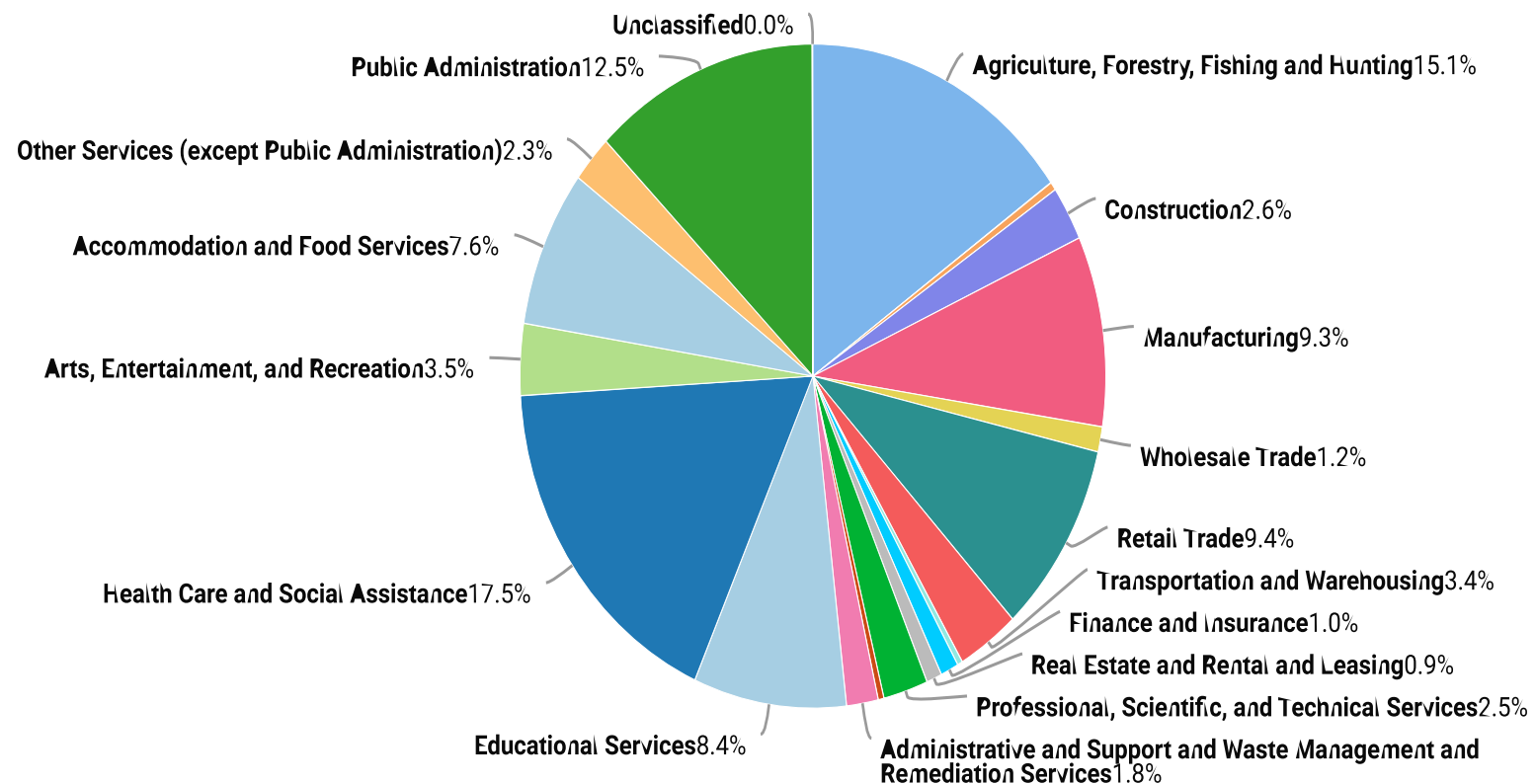
Cost of Living Information			
	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Kings County, California	\$53,398	109.7	\$48,687
California	\$83,206	141.5	\$58,805



# Economic Overview of Kings County: County Industry Snapshot/Clusters

- ❖ The **largest sector** in Kings County, California is **Health Care and Social Assistance**, employing 8,963 workers. The next-largest sectors in the region are **Agriculture, Forestry, Fishing and Hunting** (7,757 workers) and **Public Administration** (6,394).

Total Workers for Kings County, California by Industry



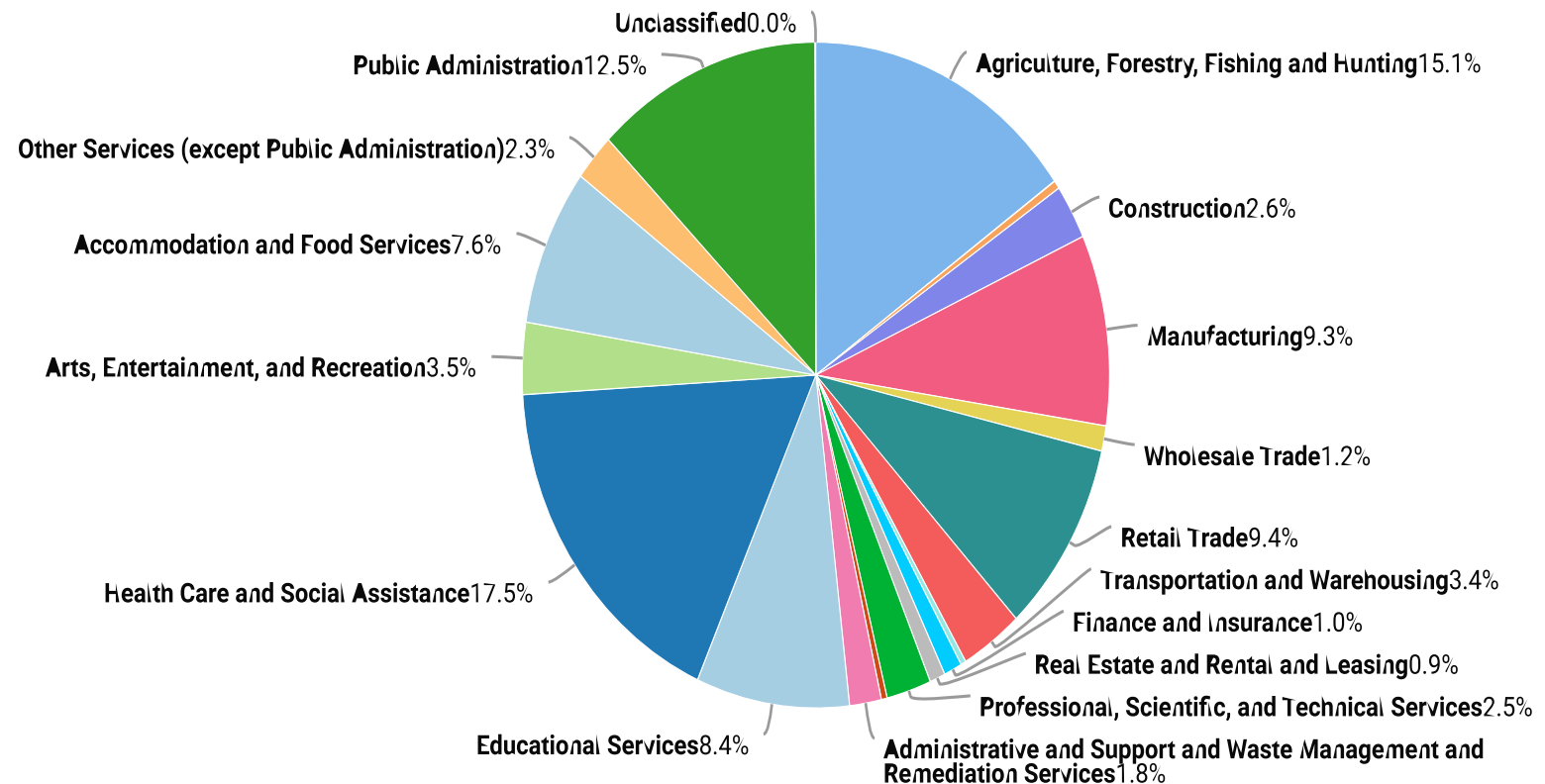




# Economic Overview of Kings County: County Industry Snapshot/Clusters

❖ Over the next 1 year, **employment in Kings County, California is projected to expand by 424 jobs.** The fastest growing sector in the region is expected to be **Mining, Quarrying, and Oil and Gas Extraction** with a +2.7% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for **Health Care and Social Assistance** (+162 jobs), **Agriculture, Forestry, Fishing and Hunting** (+94), and **Accommodation and Food Services** (+60).

Total Workers for Kings County, California by Industry

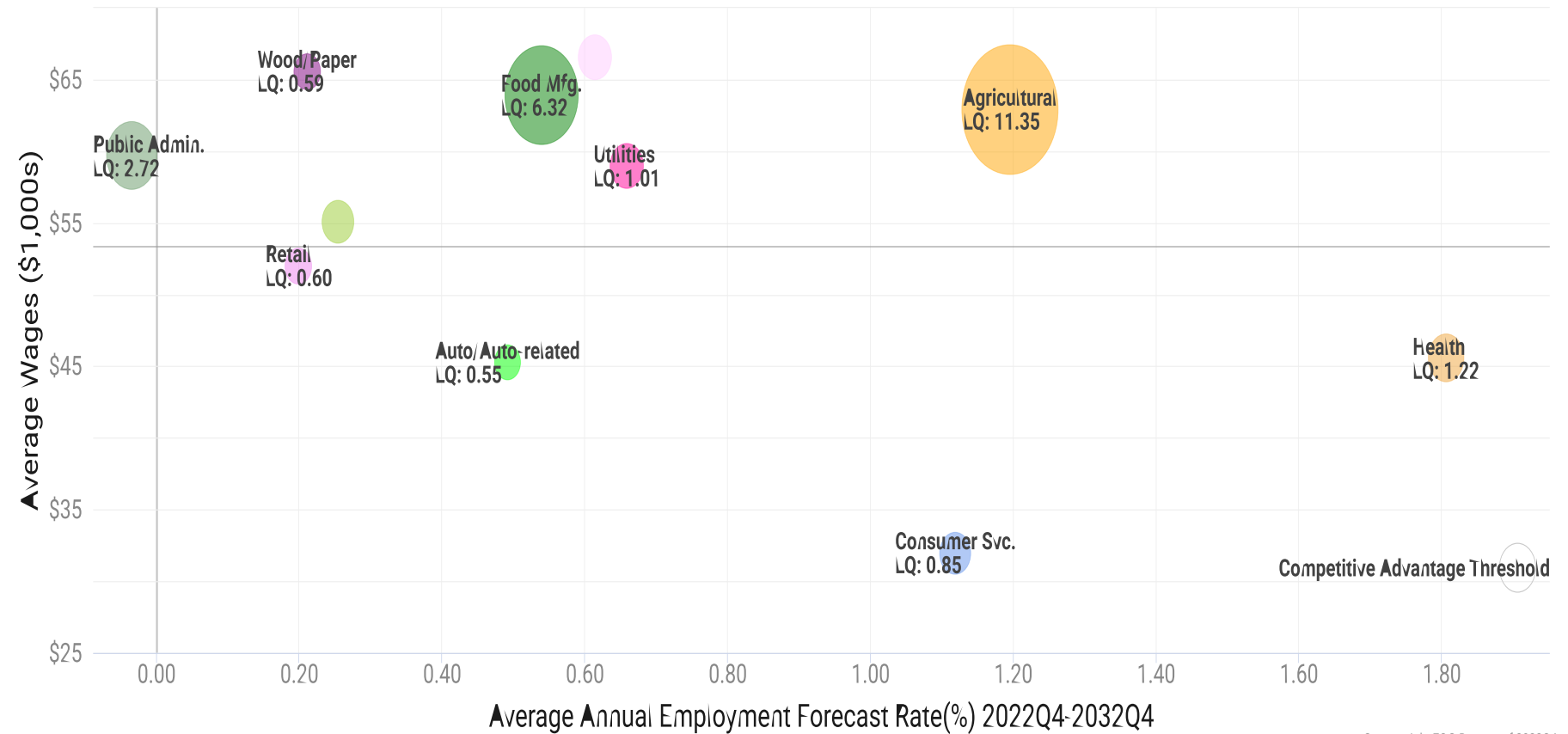




# Economic Overview of Kings County: County Industry Snapshot/Clusters

❖ A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in Kings County, California with the highest relative concentration is **Agricultural** with a location quotient of 11.35. This cluster **employs 8,039 workers in the region with an average wage of \$62,911**. Employment in the Agricultural cluster is **projected to expand in the region about 1.2% per year over the next ten years**.

Industry Clusters for Kings County, California as of 2022Q4

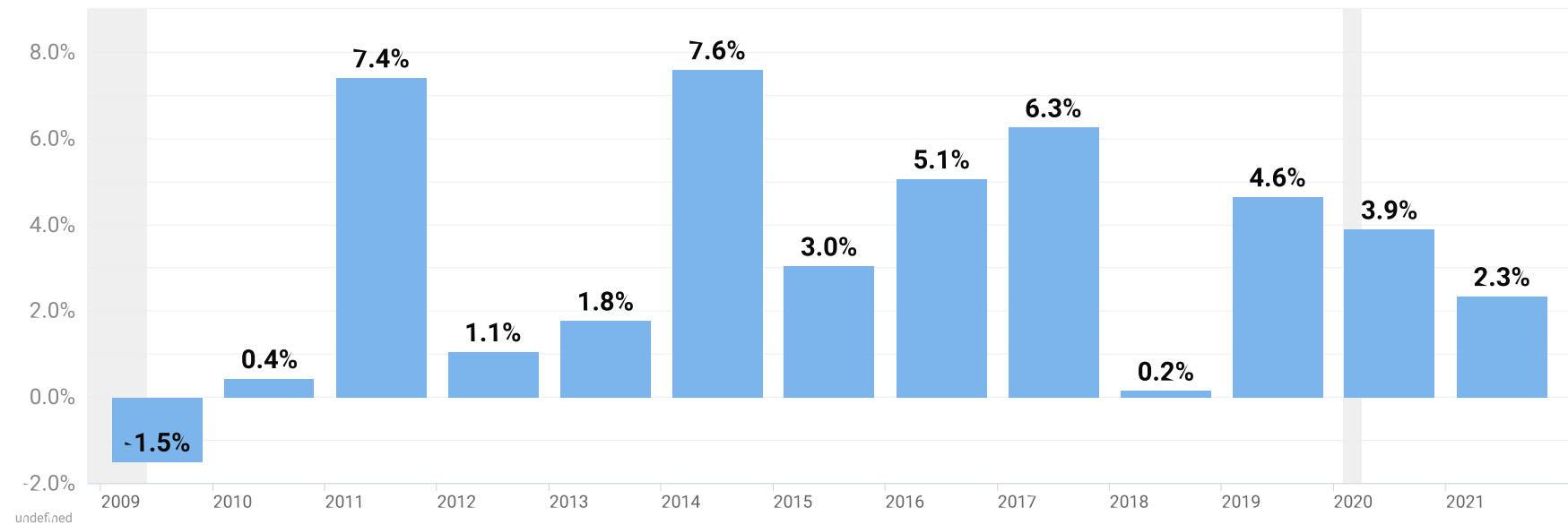




# Economic Overview of Kings County: County Gross Domestic Product

❖ Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2021, nominal GDP in Kings County, California **expanded 2.3%**. This follows **growth of 3.9% in 2020**. As of 2021, total GDP in Kings County, California was **\$6,491,095,000**.

1 year % Change in GDP





# COUNTY OF KINGS

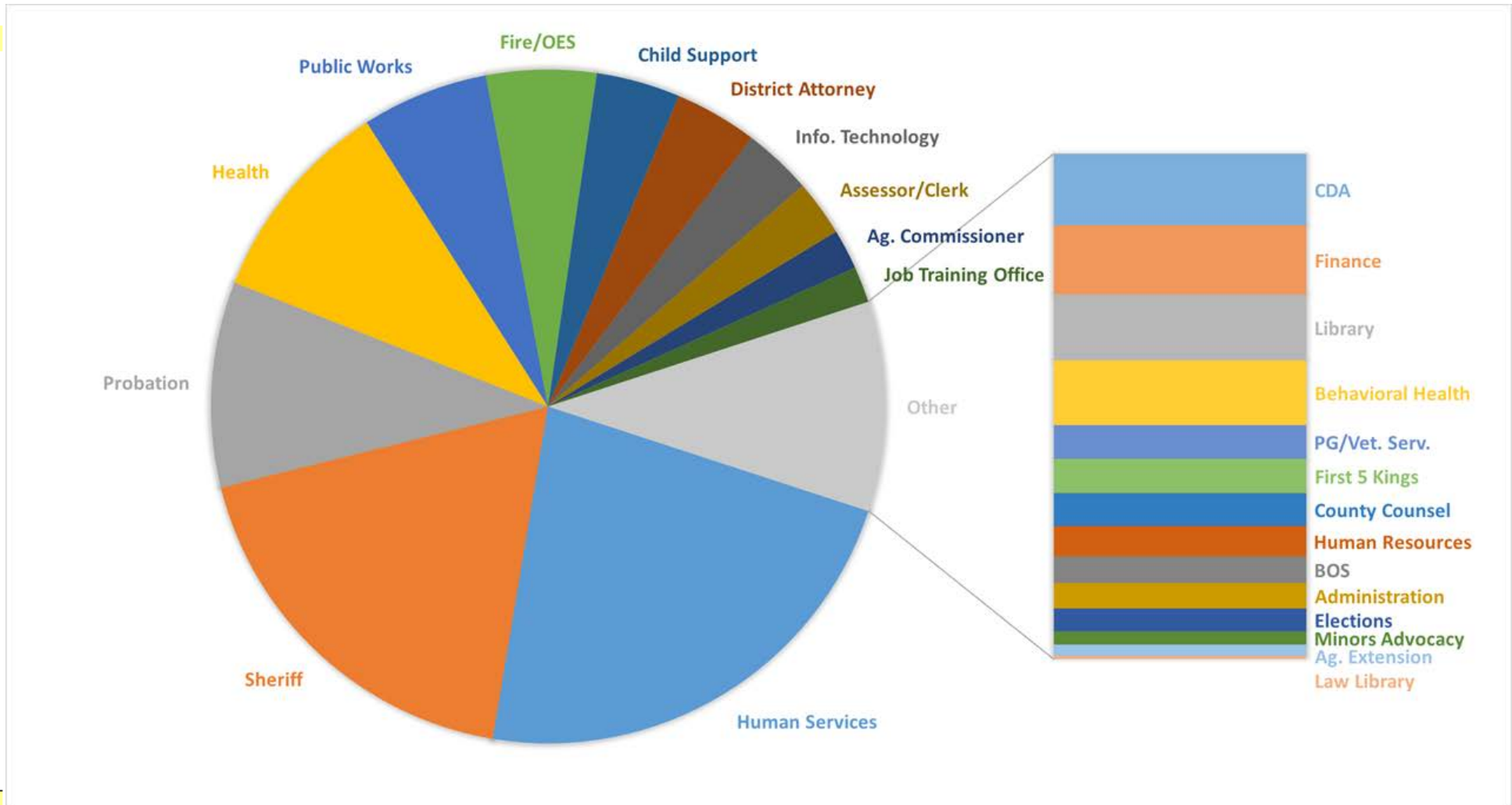
## County Specific Data



# FY 08/09 Total FTE by Dept. (15-Years ago)\*

Dept.	FTE
Human Services	300.00
Sheriff	245.50
Probation	131.00
Health	132.35
Public Works	80.75
Fire/OES	70.00
Child Support	53.50
District Attorney	52.75
Info. Technology	44.00
Assessor/Clerk	35.55
Ag. Commissioner	25.50
Job Training Office	23.00
CDA	19.00
Finance	18.25
Library	17.38
Behavioral Health	17.00
PG/Vet. Serv.	9.00
First 5 Kings	9.00
County Counsel	8.75
Human Resources	8.00
BOS	7.00
Administration	6.75
Elections	6.00
Minors Advocacy	3.60
Ag. Extension	3.00
Law Library	0.75

**1,327.38**



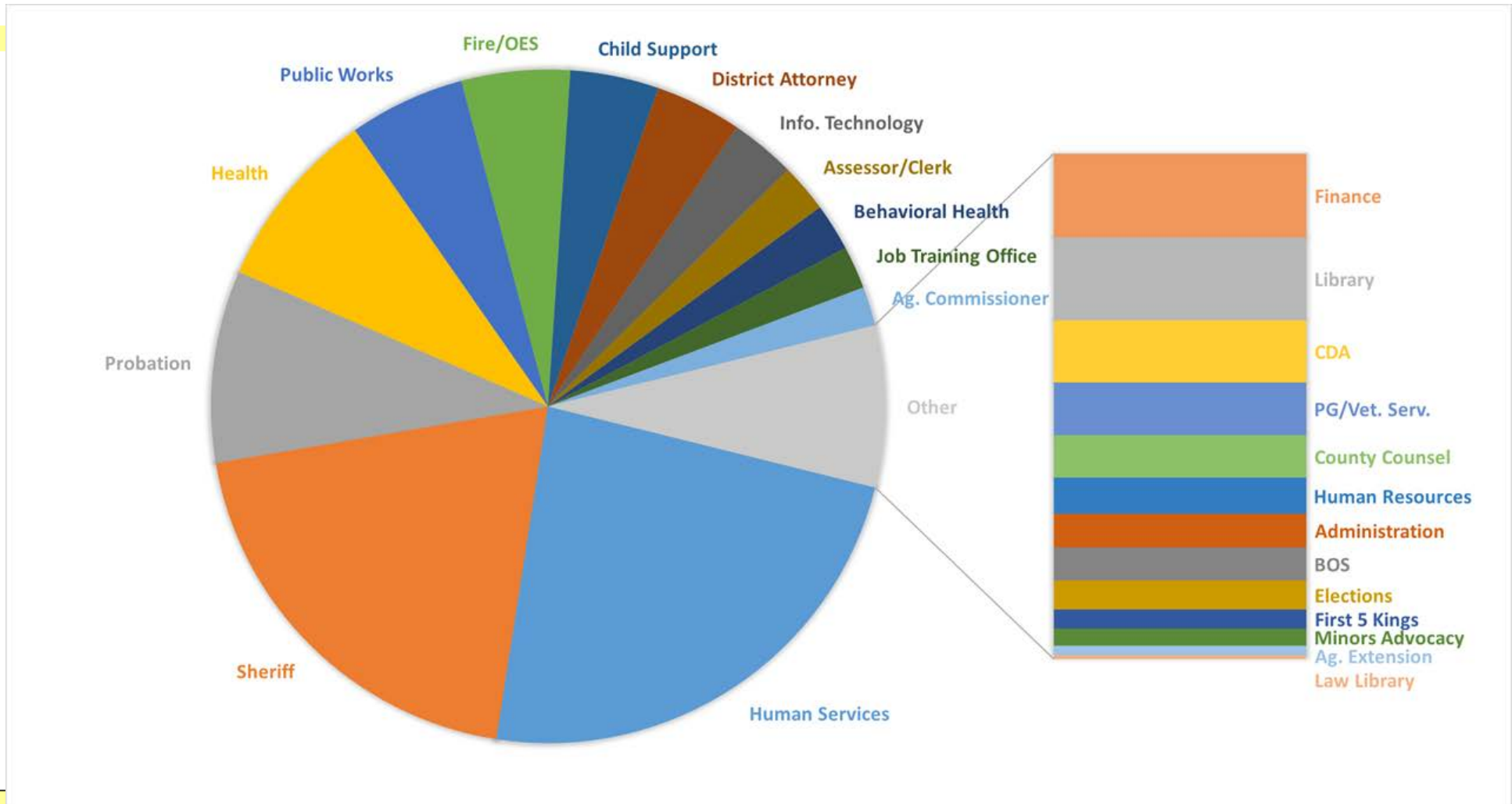




# FY 13/14 Total FTE by Dept. (10-Years ago)\*

Dept.	FTE
Human Services	322.00
Sheriff	271.00
Probation	126.00
Health	119.60
Public Works	76.00
Fire/OES	71.00
Child Support	58.00
District Attorney	56.75
Info. Technology	43.00
Assessor/Clerk	31.75
Behavioral Health	31.00
Job Training Office	28.00
Ag. Commissioner	25.50
Finance	17.50
Library	17.38
CDA	13.00
PG/Vet. Serv.	11.00
County Counsel	9.00
Human Resources	7.50
Administration	7.00
BOS	7.00
Elections	6.00
First 5 Kings	4.00
Minors Advocacy	3.60
Ag. Extension	2.00
Law Library	0.80

1,365.38



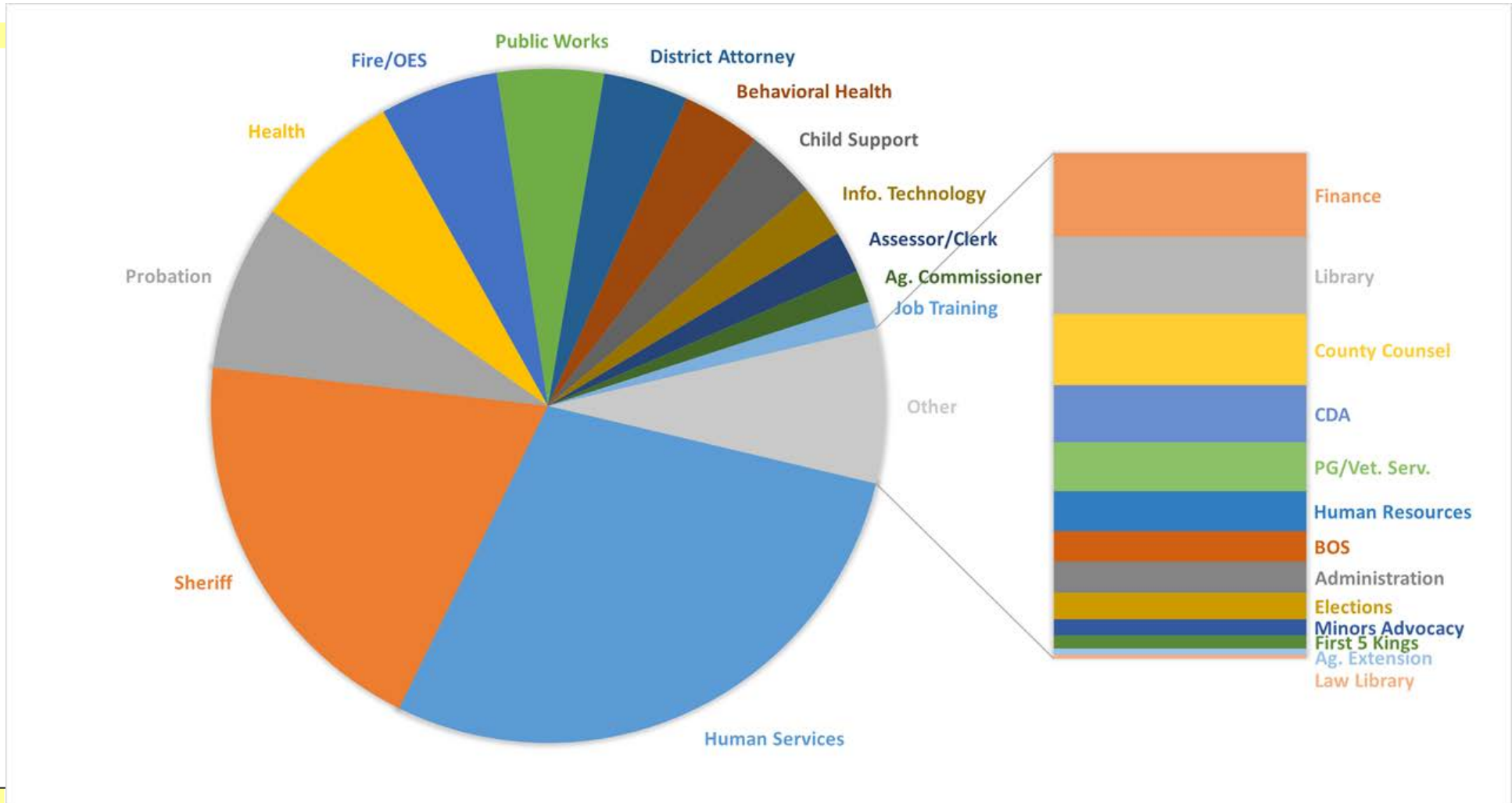




# FY 16/17 Total FTE by Dept. (5-Years ago)\*

Dept.	FTE
Human Services	442.00
Sheriff	302.00
Probation	123.00
Health	109.80
Fire/OES	88.00
Public Works	79.00
District Attorney	63.00
Behavioral Health	58.00
Child Support	53.00
Info. Technology	39.00
Assessor/Clerk	31.00
Ag. Commissioner	24.00
Job Training Office	20.00
Finance	19.00
Library	17.51
County Counsel	16.00
CDA	13.00
PG/Vet. Serv.	11.00
Human Resources	9.00
BOS	7.00
Administration	7.00
Elections	6.00
Minors Advocacy	3.60
First 5 Kings	3.00
Ag. Extension	1.50
Law Library	0.80

**1,546.21**

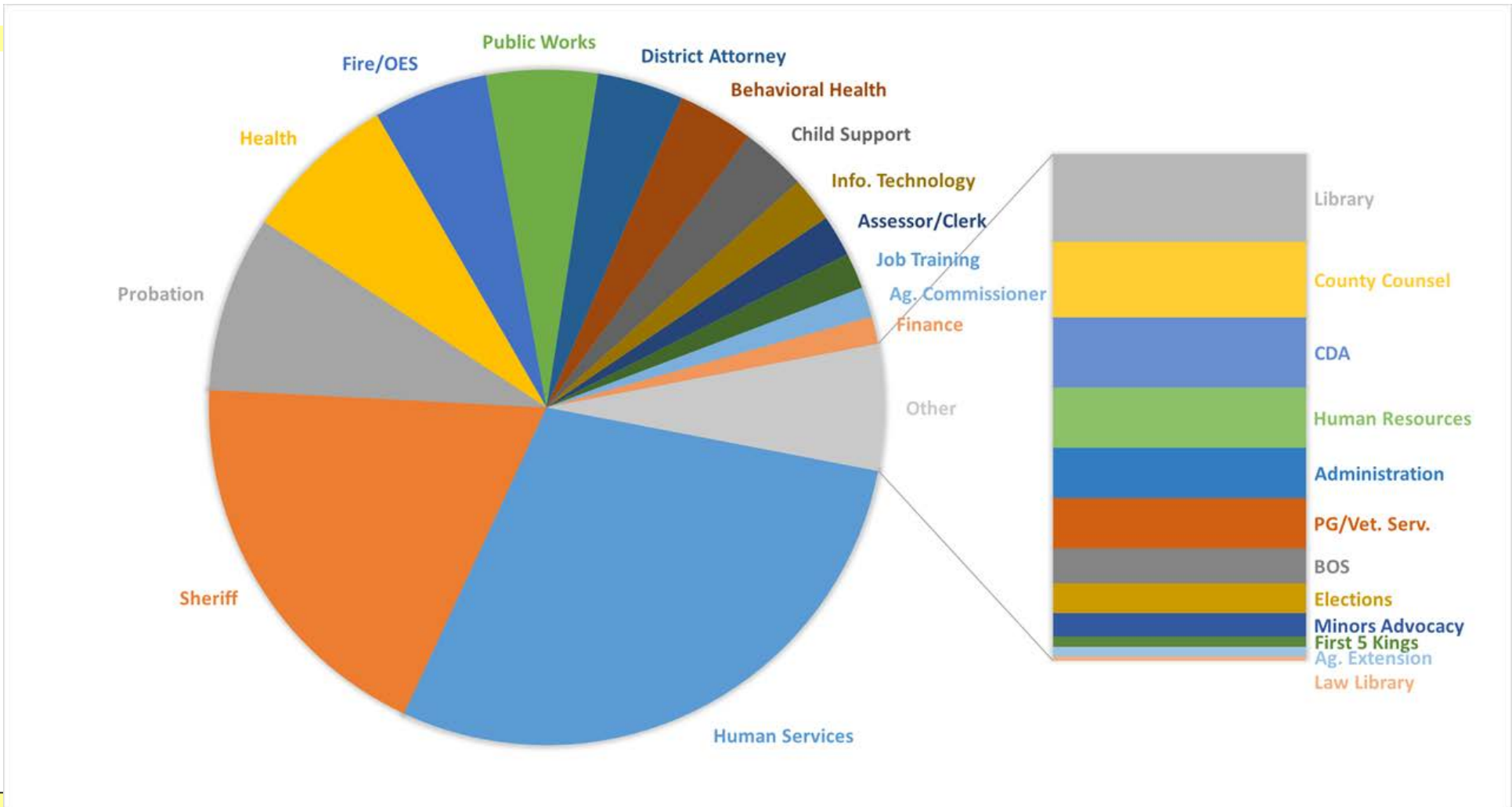




# FY 23/24 Total FTE by Dept. (Current/Recommended)\*

Dept.	FTE
Human Services	484.00
Sheriff	316.00
Probation	141.00
Health	123.40
Fire/OES	92.00
Public Works	89.00
District Attorney	69.00
Behavioral Health	61.00
Child Support	53.00
Info. Technology	36.00
Assessor/Clerk	33.00
Job Training Office	29.00
Ag. Commissioner	24.00
Finance	22.00
Library	17.51
County Counsel	15.00
CDA	14.00
Human Resources	12.00
Administration	10.00
PG/Vet. Serv.	10.00
BOS	7.00
Elections	6.00
Minors Advocacy	4.60
First 5 Kings	2.00
Ag. Extension	2.00
Law Library	0.80

**1,673.31**





# 15-Year History of FTE by Dept.\*

FY	Admin.	BCS	Assess of	Finance	CC	HR	Electrons	IT	Law Lib.	DA	Minors	Child Supp.	Sheriff	Probation	Fire/DES	Ag. Comm.	CDA	PG/MS	Health	BH	First 5	HSA	JTO	Library	Ag. Ext.	PW	Total
08/09	6.75	7.00	35.55	18.25	8.75	8.00	6.00	44.00	0.75	52.75	3.60	53.50	245.50	131.00	70.00	25.50	19.00	9.00	132.35	17.00	9.00	300.00	23.00	17.38	3.00	80.75	1,327.38
09/10	5.75	7.00	32.55	16.25	6.75	7.00	6.00	40.00	0.75	52.75	3.60	55.00	239.50	128.50	71.00	25.50	17.00	10.00	120.75	17.00	13.00	286.00	24.00	17.38	2.00	73.50	1,278.53
10/11	5.00	7.00	32.55	16.50	6.75	6.00	6.00	40.00	0.75	52.75	3.60	57.00	241.50	127.75	71.50	25.50	17.00	10.00	121.95	23.00	13.00	286.00	29.00	18.38	2.00	73.00	1,293.48
11/12	5.00	7.00	31.55	17.50	8.00	6.00	6.00	40.00	0.80	52.75	3.60	57.00	235.00	118.50	69.50	25.50	13.00	11.00	123.45	27.00	13.00	275.00	29.00	17.38	2.00	72.00	1,266.53
12/13	6.00	7.00	30.55	17.50	9.00	6.50	6.00	40.00	0.80	54.75	3.60	59.00	239.00	134.00	70.50	25.50	13.00	11.00	121.45	27.00	4.00	278.00	26.00	17.38	2.00	73.50	1,283.03
13/14	7.00	7.00	31.75	17.50	9.00	7.50	6.00	43.00	0.80	56.75	3.60	58.00	271.00	126.00	71.00	25.50	13.00	11.00	119.60	31.00	4.00	322.00	28.00	17.38	2.00	76.00	1,365.38
14/15	7.00	7.00	31.75	18.00	10.00	7.50	6.00	45.00	0.80	56.75	3.60	56.00	289.00	130.00	72.00	25.50	13.00	11.00	110.80	32.00	3.00	350.00	24.00	17.51	2.00	76.00	1,405.21
15/16	7.00	7.00	31.75	18.00	13.00	8.50	6.00	47.00	0.65	62.75	3.60	54.00	304.00	126.00	75.00	25.00	13.00	11.00	108.80	37.00	3.00	390.00	21.00	17.51	2.00	78.00	1,470.56
16/17	7.00	7.00	31.75	19.00	15.00	9.75	6.00	46.00	0.65	63.00	3.60	50.00	310.00	124.00	81.00	25.00	13.00	11.00	108.40	44.00	3.00	432.00	22.00	17.51	2.00	84.00	1,535.66
17/18	7.00	7.00	32.00	19.00	16.00	9.00	6.00	45.00	0.80	63.00	3.60	50.00	300.00	135.00	87.00	25.00	13.00	11.00	109.80	51.00	3.00	436.00	21.00	17.51	2.00	83.00	1,552.71
18/19	7.00	7.00	31.00	19.00	16.00	9.00	6.00	39.00	0.80	63.00	3.60	53.00	302.00	123.00	88.00	24.00	13.00	11.00	109.80	58.00	3.00	442.00	20.00	17.51	1.50	79.00	1,546.21
19/20	8.00	7.00	31.00	19.00	14.00	9.00	6.00	36.00	0.80	65.00	3.60	53.00	306.00	128.00	88.00	24.00	13.00	11.00	110.80	63.00	4.00	455.00	25.00	17.51	1.00	80.00	1,578.71
20/21	7.00	7.00	31.00	18.00	13.00	9.00	6.00	36.00	0.80	65.00	3.60	49.00	311.00	132.00	88.00	24.00	13.00	10.00	110.80	60.00	2.00	465.00	25.00	17.51	1.00	80.00	1,584.71
21/22	7.00	7.00	31.00	22.00	15.00	11.00	6.00	36.00	0.80	67.00	3.60	49.00	312.00	132.00	89.00	24.00	13.00	10.00	120.00	54.00	2.00	483.00	26.00	17.51	1.00	80.00	1,618.91
22/23	10.00	7.00	32.00	23.00	15.00	12.00	6.00	36.00	0.80	69.00	4.60	53.00	314.00	140.00	91.00	24.00	14.00	10.00	125.00	58.00	2.00	484.00	27.00	17.51	2.00	82.00	1,658.91
23/24	10.00	7.00	33.00	22.00	15.00	12.00	6.00	36.00	0.80	69.00	4.60	53.00	316.00	141.00	92.00	24.00	14.00	10.00	123.40	61.00	2.00	484.00	29.00	17.51	2.00	89.00	1,673.31

## Growth Per Milestone by Department (From Milestone to FY 23/24 Recommended)

15-Yr	48.1%	0.0%	-7.2%	20.5%	71.4%	50.0%	0.0%	-18.2%	6.7%	30.8%	27.8%	-0.9%	28.7%	7.6%	31.4%	-5.9%	-26.3%	11.1%	-6.8%	258.8%	-77.8%	61.3%	26.1%	0.7%	-33.3%	10.2%	26.1%
10-Yr	42.9%	0.0%	3.9%	25.7%	66.7%	60.0%	0.0%	-16.3%	0.0%	21.6%	27.8%	-8.6%	16.6%	11.9%	29.6%	-5.9%	7.7%	-9.1%	3.2%	96.8%	-50.0%	50.3%	3.6%	0.7%	0.0%	17.1%	22.6%
5-Yr	42.9%	0.0%	6.5%	15.8%	-6.3%	33.3%	0.0%	-7.7%	0.0%	9.5%	27.8%	0.0%	4.6%	14.6%	4.5%	0.0%	7.7%	-9.1%	12.4%	5.2%	-33.3%	9.5%	45.0%	0.0%	33.3%	12.7%	8.2%

## Average Yearly Growth (%) by Department Since FY 08/09

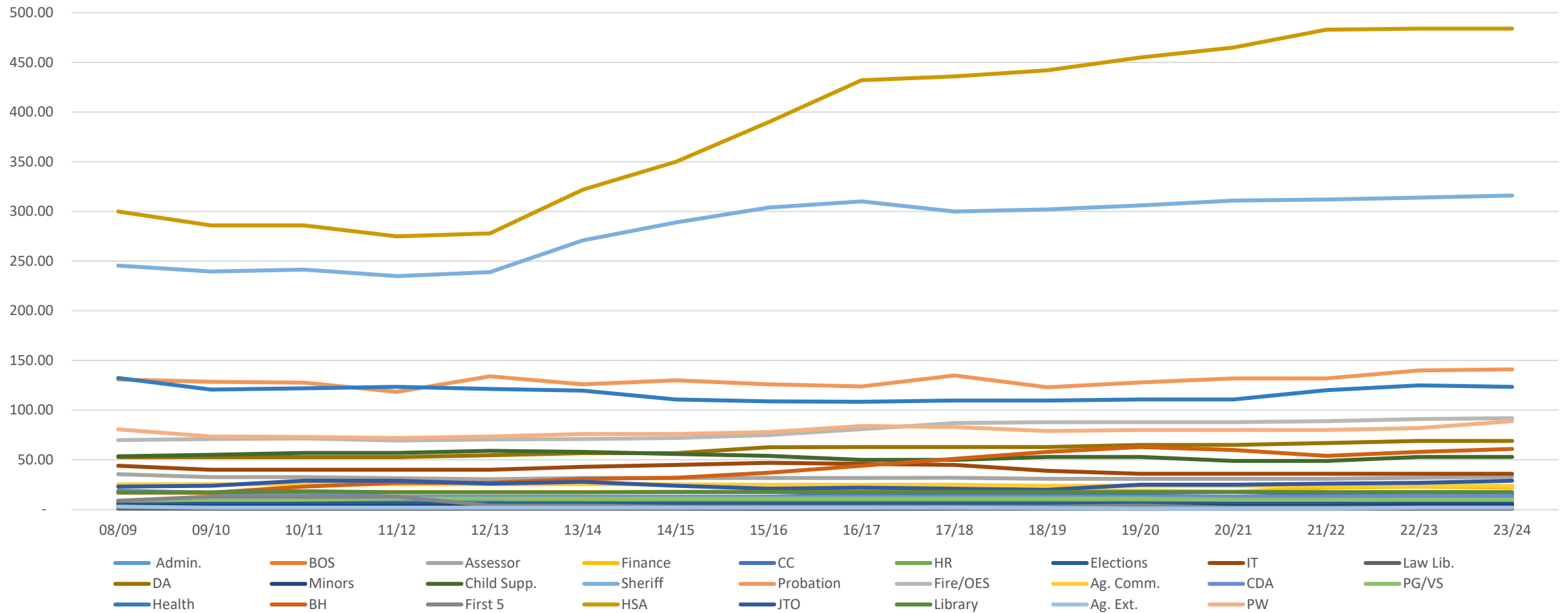
Avg. %	3.56%	0.00%	-0.45%	1.48%	4.47%	3.24%	0.00%	-1.19%	0.73%	1.84%	1.85%	0.03%	1.77%	0.66%	1.87%	-0.40%	-1.76%	0.80%	-0.39%	9.42%	-4.43%	3.39%	2.10%	0.07%	0.56%	0.74%	1.59%
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## Average Yearly Growth (FTE) by Department Since FY 08/09

Avg. #	0.22	-	(0.17)	0.25	0.42	0.27	-	(0.53)	0.00	1.08	0.07	(0.03)	4.70	0.67	1.47	(0.10)	(0.33)	0.07	(0.60)	2.93	(0.47)	12.27	0.40	0.01	(0.07)	0.55	23.06
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# 15-Year FTE Chart by Department\*







# Longevity in Kings County

## All Employees

<u>Scenario</u>	<u>20-Years +</u>	<u>19.99 - 15 Years</u>	<u>14.99 - 10 Years</u>	<u>9.99 - 9 Years</u>	<u>8.99 - 8 Years</u>	<u>7.99 - 7 Years</u>	<u>6.99 - 0 Years</u>
<i>FTE</i>	143	173	120	55	70	89	824

- ❖ 70% of County Employees Served 10 Years & Below (1,038)
- ❖ 20% of County Employees Served 10-20 Years (293)
- ❖ 10% of County Employees Served 20+ Years (143)
- ❖ Current Vacancy Rate of 14%
- ❖ Allocated (Recommended FY 23/24) 1673.31 FTE, at the time this data was pulled 1,474 FTE positions were filled



# COUNTY BENEFIT COMPARISONS





# Overview of County Comparisons\*

- ❖ Selected Three (3) Counties to Compare to Kings County
  - Tulare, Fresno, and Madera
- ❖ Selected Three (3) Jobs From Different Bargaining Units
  - Account Clerk I (General Unit)
  - Deputy DA I (Prosecutor's Association)
  - Road Superintendent (Unrepresented Management)
- ❖ Reviewed Common Benefits To Have The Most Parity Between Samples
  - Salary
  - Health/Dental/Vision (Closest PPO Plan\*)
  - Discounts/Perks
  - Retirement
  - Vacation/Paid Holidays
  - Sick Time



**IMAGE CITATION: DESIREE ARAGON –FOUNTAIN 2022**



# Job Comparison: Account Clerk I\*

	SALARY	DISCOUNTS/PERKS	VACATION	SICK TIME	PAID HOLIDAYS
<b>TULARE</b>	\$36,579.00 - \$44,580.00	71 Permanent/Temporary Discounts	2-5 weeks per year depending on length of service Limit of 300 hours	12 days with unlimited accumulation, 50 hours toward family sick leave	(13 Total) 12 days + 1 Personal
<b>FRESNO</b>	\$36,270.00 - \$44,096.00	7 Listed Discounts and 1 Discount Program	3.7-6.77 hours/pay period Limit of 260-320 hours	4 hours per pay period with no maximum accrual	(11 Total)
<b>MADERA</b>	\$33,961.71 - \$41,280.67	5 Listed Discounts and 2 Discount/Perk Programs	2 weeks (1 year of service) 45-day max accrual	1 day/month unlimited accrual (12/year + Accrual)	(13 Total)
<b>KINGS</b>	\$32,884.80 - \$40,144.00	8 Discounts and 1 Perk Program	2-4 weeks per year depending on length of service Limit of 320 hours	10-12 days depending on hours served, no cap	(16 Total) 11 days + 1 Half Day +3.5 days Holiday Closure +1 Personal



# Job Comparison: Account Clerk I\*

	RETIREMENT/DEFERRED COMP
<b>KINGS</b>	<p>CALPERS (NEW): MISC 2% @ 62 SAFETY 2.7% @57 CALPERS (CLASSIC): MISC 2% @ 55 SAFETY 3% @ 55</p> <p>Voluntary Deferred Comp Plan (MissionSquare)</p>
<b>TULARE</b>	<p>Automatic Membership of Tulare County Employees Retirement Association <i>Employees decide how much to have withheld, minimum of \$10 or 1% of their pay</i></p> <p>Voluntary Deferred Comp Plan (Empower Retirement Services)</p>
<b>FRESNO</b>	<p>Mandatory: Fresno County Employee's Retirement Association Tier IV General: 1.49% @ 55. 1.9% @ 60, 2% @ 61.25, 2.43% at 65+ Tier V General: 1% @ 52, 1.8% @ 60, 2% @ 62, 2.5% @ 67+</p> <p>Voluntary Deferred Comp Plan 100% Employee-Paid (Nationwide)</p>
<b>MADERA</b>	<p>CALPERS (NEW): 2% @ 62 CALPERS (CLASSIC): 2.7% @55</p> <p>Voluntary Deferred Comp (MissionSquare)</p>



# Job Comparison: Account Clerk I\*

	COUNTY CONTRIBUTION (MEDICAL, DENTAL, VISION)	EMPLOYEE CONTRIBUTION
<b>FRESNO</b>	<p>Fresno County Contributions Per Pay Period (26):</p> <p>HEALTH/DENTAL/VISION/PHARMACY:            SINGLE: \$408.00 (\$10,608.00 26PP), EMPLOYEE + CHILD(REN): \$518.00 (\$13,468.00 PP), TWO PARTY (Employee + Spouse): \$518.00 (\$13,468.00 PP), FAMILY: \$703.00 (\$18,278.00 PP)</p>	<p>SINGLE: \$173.63 (\$4,514.38 A)            FAMILY: \$952.82 (\$24,773.32 A)            *Biweekly            \$250 DEDUCTIBLE PPO</p>
<b>MADERA</b>	<p>Madera County Monthly Contribution:</p> <p>HEALTH/DENTAL/VISION:            95% Member Coverage, TWO PARTY AND DEPENDENT: ADDITIONAL 50% Member Coverage            PERS Gold PPO            SINGLE: \$743.21 (\$8,918.52 Annually) , TWO PARTY: \$1,214.67 (\$14,576.04 Annually), FAMILY: \$1,472.30 (\$17,667.60 Annually)</p>	<p>SINGLE: \$0.00            FAMILY: \$461.46 (\$5,537.52 A)            *Monthly            PERS Gold PPO</p>
<b>KINGS</b>	<p>Kings County Monthly Contributions:</p> <p>HEALTH/DENTAL/VISION/PHARMACY/CHIROPRACTIC:            SINGLE: \$462.87 (\$5,554.44 Annually), TWO-PARTY: \$842.67 (\$10,112.04 Annually), FAMILY \$1,267.91 (\$15,214.92 Annually)</p> <p>DENTAL/VISION ONLY:            SINGLE: \$31.98 (\$383.76 Annually), TWO PARTY \$59.99 (\$719.88 Annually), FAMILY \$94.34 (\$1,132.08 Annually)</p>	<p>SINGLE: \$195.77 (\$4,698.48 A)            FAMILY: \$536.48 (\$12,875.52 A)            *24 PAY PERIODS            2023-2024 Plan Year</p>
<b>TULARE</b>	<p>Tulare County Contributions Per Pay Period (24):</p> <p>HEALTH/DENTAL/VISION/OPTIONAL LIFE INSURANCE:            TWO PARTY (Employee + Spouse): \$180.00 (\$4,320.00 PP), EMPLOYEE + CHILD(REN): \$180.00 (\$4,320.00 PP), FAMILY: \$260.00 (\$6,240.00 PP)</p>	<p>SINGLE: \$387.22 (\$9,293.28 A)            FAMILY: \$1,212.46 (\$29,099.04 A)            *24 PAY PERIODS            \$500.00 DEDUCTIBLE PPO</p>



# Job Comparison: Deputy DA I\*

	SALARY	DISCOUNTS/PERKS	VACATION	SICK TIME	PAID HOLIDAYS
<b>KINGS</b>	\$72,924.80 - \$89,003.20	8 Discounts and 1 Perk Program	2-4 weeks per year depending on length of service (Limit of 320 hours) +80 hours of mgmt vac per fy	10-12 days depending on hours served, no cap	(15 Total) 11 days + 1/2 Half Day +3.5 days Holiday Closure
<p>On July 11th, 2023, The Kings BOS Approved a \$625.00 Per Pay Period of Additional Bonus Pay For Sept 4th, 2023-December 24th, 2023, then December 25th, 2023 through December 22nd, 2024 Additional Pay of \$192.31 Per Pay Period. ACTUAL 2023 Annual Salary INCREASES by \$5,000, ACTUAL 2024 Salary INCREASES \$5,000, and ACTUAL 2025 Salary INCREASES \$5,000; A <b>NEW SALARY RANGE: \$77,924.86-\$94,003.26 through December 21, 2025.</b></p>					
<b>MADERA</b>	\$76,588.57 - \$93,093.89	5 Listed Discounts and 2 Discount/Perk Programs	2 weeks (1 year of service) 45-day max accrual	1 day/month unlimited accrual (12/year + Accrual)	(13 Total)
<b>TULARE</b>	\$73,537.00 - \$89,622.00	71 Permanent/Temporary Discounts	3-6 weeks per year depending on length of service Limit of 300 hours	12 days per year with unlimited accumulation, 60 hours toward family sick leave	(13 Total) 12 days + 1 Personal
<b>FRESNO</b>	\$71,630.00 - \$87,100.00	7 Listed Discounts and 1 Discount Program	3.7-6.77 hours/pay period Limit of 260-320 hours	4 hours per pay period with no maximum accrual	(11 Total)





# Job Comparison: Deputy DA I\*

	RETIREMENT/DEFERRED COMP
<b>KINGS</b>	<p>CALPERS (NEW):            MISC 2% @ 62 SAFETY 2.7% @57            CALPERS (CLASSIC):            MISC 2% @ 55 SAFETY 3% @ 55            Voluntary Deferred Comp Plan  <i>-Eligible for Contribution Match</i>            MAXIMUM \$2,500 per calendar year            (MissionSquare)</p>
<b>TULARE</b>	<p>Automatic Membership of Tulare County Employees Retirement Association  <i>Employees decide how much to have withheld, minimum of \$10 or 1% of their pay</i></p> <p>Deferred Comp Plan  <i>-Eligible for Contribution Match</i>            MAXIMUM 1,750 per calendar year            (Empower Retirement Services)</p>
<b>FRESNO</b>	<p>Mandatory:            Fresno County Employee's Retirement Association            Tier IV General:            1.67% @ 57.5; 2% @ 61; 2.43% @ 65            Tier V General:            1% @ 52, 1.8% @ 60, 2% @ 62, 2.5% @ 67+</p> <p>Voluntary Deferred Comp Plan 100% Employee-Paid            (Nationwide)</p>
<b>MADERA</b>	<p>CALPERS (NEW): 2% @ 62            CALPERS (CLASSIC): 2.7% @55</p> <p>Voluntary Deferred Comp            (MissionSquare)</p>





# Job Comparison: Deputy DA I\*

	COUNTY CONTRIBUTION (MEDICAL, DENTAL, VISION)	EMPLOYEE CONTRIBUTION
<b>KINGS</b>	<p>Kings County Monthly Contributions:</p> <p>HEALTH/DENTAL/VISION/CHIROPRACTIC/PHARMACY: SINGLE: \$624.55 (\$7,494.60 Annually), TWO-PARTY: \$1,137.11 (\$13,645.32 Annually), FAMILY \$1,710.97 (\$20,531.64 Annually)</p> <p>DENTAL/VISION ONLY: SINGLE: \$31.98, TWO PARTY \$59.99, FAMILY \$94.34</p>	<p>SINGLE: \$34.09 (\$818.16 A) FAMILY: \$93.42 (\$2,242.08 A) *24 PAY PERIODS 2023-2024 Plan Year</p>
<b>FRESNO</b>	<p>Fresno County Contributions Per Pay Period (26):</p> <p>HEALTH/DENTAL/VISION/PHARMACY: SINGLE: \$408.00 (\$10,608.00 A), EMPLOYEE + CHILD(REN): \$518.00 (\$13,468.00 A), TWO PARTY (Employee + Spouse): \$518.00, FAMILY: \$703 (\$18,278.00 A)</p>	<p>SINGLE: \$173.63 (\$4,514.38 A) FAMILY: \$952.82 (\$24,773.32 A) *Biweekly \$250 DEDUCTIBLE PPO</p>
<b>MADERA</b>	<p>Madera County Monthly Contribution:</p> <p>HEALTH/DENTAL/VISION: 95% Member Coverage, TWO PARTY AND DEPENDENT: ADDITIONAL 50% Member Coverage PERS Gold PPO SINGLE: \$743.21 (\$8,918.52 Annually) , TWO PARTY: \$1,214.67 (\$14,576.04 Annually), FAMILY: \$1,472.30 (\$17,667.60 Annually)</p>	<p>SINGLE: \$0.00 FAMILY: \$461.46 (\$5,537.52 A) *Monthly PERS Gold PPO</p>
<b>TULARE</b>	<p>Tulare County Contributions Per Pay Period (24/26):</p> <p>HEALTH/DENTAL/VISION/OPTIONAL LIFE UNSIRANCE: Tulare County Health Plan for TWO PARTY (Employee + Spouse, EMPLOYEE + CHILD(REN), and FAMILY: \$150.00 Per Pay Period (24) (\$3,600.00) ENROLLED: 24 Pay Periods: \$487.65 Per Pay Period (\$11,703.60 Annually) 26 Pay Periods \$450.14 Per Pay Period (\$11,703.64 Annually) WAIVED: BEFORE 07/31/2010: \$470.65 Per Pay Period (\$11,295.60 Annually) AFTER 08/01/2010: \$41.67 (\$1,000.08 Annually)</p>	<p>SINGLE: \$387.22 (\$9,293.28 A) FAMILY: \$1,212.46 (\$29,099.04 A) *24 PAY PERIODS \$500.00 DEDUCTIBLE PPO</p>



# Job Comparison: Road Superintendent\*

	SALARY	DISCOUNTS/PERKS	VACATION	SICK TIME	PAID HOLIDAYS
<b>KINGS</b>	\$93,537.60 - \$114,129.60	8 Discounts and 1 Perk Program	2-4 weeks per year depending on length of service (Limit of 320 hours) +64 hours mgmt vac/fy	10-12 days depending on hours served, no cap	(14.5 Total) 10 days + 2 Half Days +3.5 days Holiday Closure
<b>TULARE</b>	\$74,888.00 - \$91,269.00	71 Permanent/Temporary Discounts	2-5 weeks per year depending on length of service Limit of 300 hours	12 days per year with unlimited accumulation, 48 hours toward family sick leave	(13 Total) 12 days + 1 Personal
<b>MADERA</b>	\$74,310.53 - \$90,324.92	5 Listed Discounts and 2 Discount/Perk Programs	2 weeks (1 year of service) 45-day max accrual	1 day/month unlimited accrual (12/year + Accrual)	(13 Total)
<b>FRESNO</b>	\$72,228.00 - \$87,802.00	7 Listed Discounts and 1 Discount Program	3.7-6.77 hours/pay period Limit of 260-320 hours	4 hours per pay period with no maximum accrual	(11 Total)



# Job Comparison: Road Superintendent\*

	RETIREMENT/DEFERRED COMP
<b>KINGS</b>	<p>CALPERS (NEW): MISC 2% @ 62 SAFETY 2.7% @57</p> <p>CALPERS (CLASSIC): MISC 2% @ 55 SAFETY 3% @ 55</p> <p>Voluntary Deferred Comp Plan -Eligible for Contribution Match MAXIMUM \$2,500 per calendar year (MissionSquare)</p>
<b>TULARE</b>	<p>Automatic Membership of Tulare County Employees Retirement Association Employees decide how much to have withheld, minimum of \$10 or 1% of their pay</p> <p>Deferred Comp Plan (Empower Retirement Services)</p>
<b>FRESNO</b>	<p>Mandatory: Fresno County Employee's Retirement Association</p> <p>Tier IV General: 1.67% @ 57.5; 2% @ 61; 2.43% @ 65</p> <p>Tier V General: 1% @ 52, 1.8% @ 60, 2% @ 62, 2.5% @ 67+</p> <p>Voluntary Deferred Comp Plan 100% Employee-Paid (Nationwide)</p>
<b>MADERA</b>	<p>CALPERS (NEW): SAFETY 2.7% @57 MISC 2% @ 62</p> <p>CALPERS (CLASSIC): SAFETY 3% @ 55 MISC 2.7% @ 55</p> <p>Voluntary Deferred Comp (MissionSquare)</p>



# Job Comparison: Road Superintendent\*

	COUNTY CONTRIBUTION (MEDICAL, DENTAL, VISION)	EMPLOYEE CONTRIBUTION
<b>KINGS</b>	<p>Kings County Contributions (Based on 24 Pay Periods):</p> <p>HEALTH/DENTAL/VISION:</p> <p>SINGLE: \$658.64 (\$15,807.36 A), TWO PARTY: \$1,199.19 (\$28,780.56), FAMILY: \$1,804.39 (\$43,305.36 A)</p> <p><i>The County shall pay 100% of the health insurance premium (including the medical, dental and vision plans) for the health plan offered by the County for each management employee and their eligible family members, based on their enrollment in such health plan.</i></p>	<p>SINGLE: \$0.00            FAMILY: \$0.00            *24 PAY PERIODS            2023-2024 Plan Year</p>
<b>MADERA</b>	<p>Madera County Monthly Contribution:</p> <p>HEALTH/DENTAL/VISION:            95% Member Coverage, TWO PARTY AND DEPENDENT: ADDITIONAL 50% Member Coverage            PERS Gold PPO            SINGLE: \$743.21 (\$8,918.52 Annually) , TWO PARTY: \$1,214.67 (\$14,576.04 Annually), FAMILY: \$1,472.30 (\$17,667.60 Annually)</p>	<p>SINGLE: \$0.00            FAMILY: \$461.46 (\$5,537.52 A)            *Monthly            PERS Gold PPO</p>
<b>FRESNO</b>	<p>Fresno County Contributions Per Pay Period (26):</p> <p>HEALTH/DENTAL/VISION/PHARMACY:            SINGLE: \$408.00 (\$10,608.00 A), EMPLOYEE + CHILD(REN): \$518.00 (\$13,468.00 A),            TWO PARTY (Employee + Spouse): \$518.00 (\$13,468.00 A), FAMILY: \$703 (\$18,278.00 A)</p>	<p>SINGLE: \$173.63 (\$4,514.38 A)            FAMILY: \$952.82 (\$24,773.32 A)            *Biweekly            \$250 DEDUCTIBLE PPO</p>
<b>TULARE</b>	<p>Tulare County Contribution Per Pay Period (24):</p> <p>\$342.69 Per Pay Period (\$8,224.56 A)  <i>(Covers the premium for Employee Only tier enrollment of the Anthem Blue Cross PPO \$750 Deductible Plan, Plan pays 80% for most services)</i></p>	<p>SINGLE: \$387.22 (\$9,293.28 A)            FAMILY: \$1,212.46 (\$29,099.04 A)            *24 PAY PERIODS            \$500.00 DEDUCTIBLE PPO</p>



# Discretionary Revenue FY 22/23

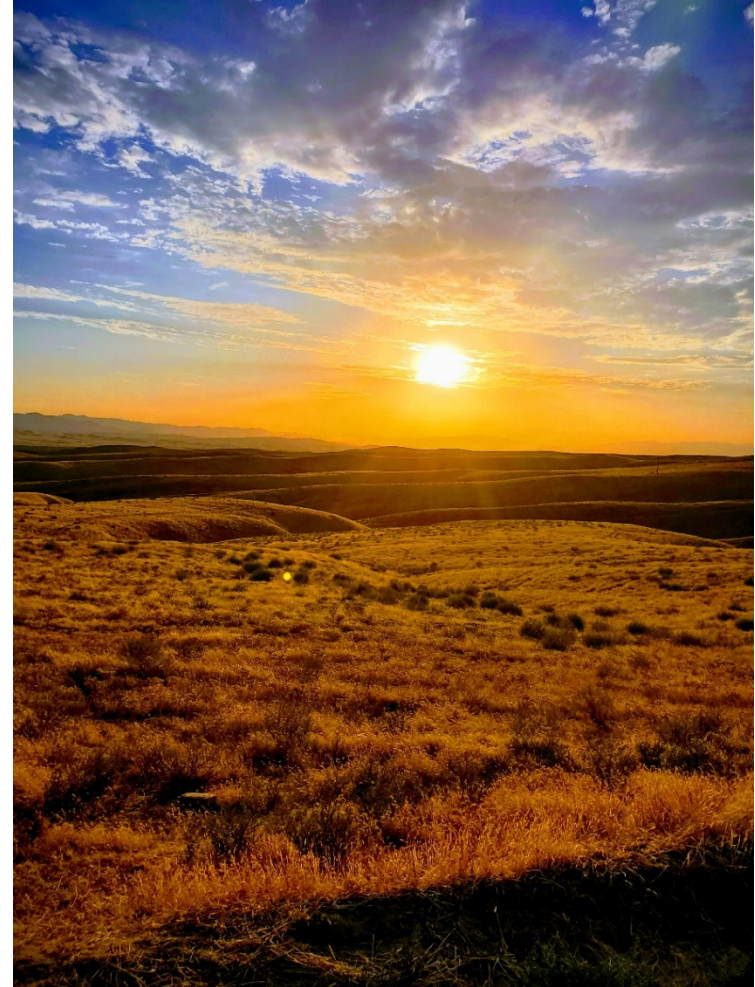
COUNTY	DISCRETIONARY REVENUE
FRESNO	\$338 MILLION
TULARE	\$207 MILLION
MADERA	\$80 MILLION
KINGS	\$55 MILLION





# Key Findings

- ❖ Tulare County **previously paid** the highest salary ranges; however, **BOS Action on 7/11 puts Kings in the lead** for Deputy DA I and all DA II/III/IV and Road Superintendent
- ❖ Tulare County has the **most employee discounts/perks** of all the counties
- ❖ Kings County offers the **most paid holidays** (11 full days and 1 half day; plus a personal day; plus 3½ day closure)
  - Tulare and Madera both offer 13, with Tulare including a personal day
- ❖ Kings County **vacation time is competitive**, trade-offs less days per year for higher maximum accrual (320 hours). **Sick time consistent with other counties**
- ❖ Health/Dental/Vision Plans **are competitive** between counties
  - Kings ahead in DA I and Road Superintendent, behind Fresno/Madera in Account Clerk I
- ❖ Deferred Compensation and Retirement are **competitive**
  - Variation in plans, yet trade-offs in salary/matching contributions, etc...







# What Other Benefits Are Common Between Counties?

- ❖ Bilingual Pay
  - ❖ Specialist Certification Pay
  - ❖ Flexible Spending Programs
  - ❖ Employee Assistance Programs (EAP)
  - ❖ Workers' Compensation
- 
- ❖ These were excluded as they are position/need dependent, the benefits examined allow for the best comparison between each county



**IMAGE CITATION: BRIAN SAPIEN –KINGS RIVER 2023**





# What Other Benefits Make Kings County Competitive/Unique?

- ❖ Onsite Employee Health Clinic
  - Employees are not required to use sick leave time
- ❖ Holiday Closure (3½ Day)
- ❖ Wellness Blood Draw
- ❖ Employee Recognition Barbecue
- ❖ Employee of the Quarter
- ❖ Employee Service Awards



**IMAGE CITATION: ANTONIO GARCIA –WHCL SUNSET 2021**



QUESTIONS?