



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legislation Details (With Board Report)

File #:	A 20-210	Name:	Participation Agreement TALX Corporation
Type:	BoS Agreement	Status:	Passed - Human Resources Department
File created:	6/10/2020	In control:	Board of Supervisors
On agenda:	6/23/2020	Final action:	6/23/2020
Title:	a. Approve and authorize the Contracts/Purchasing Officer to execute a Participation Agreement between the County of Monterey and TALX Corporation for third-party administration of the County's self-insured unemployment compensation program with the initial term beginning July 1, 2020 through June 30, 2025, including the option to extend the Agreement for up to three (3) automatic one (1)-year periods in an amount not to exceed \$32,000.00; and b. Authorize the Contracts/Purchasing Officer to execute three (3) automatic renewals for one year each.		

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report TALX, 2. CPAAC Model Agreement Fully Executed, 3. County of Monterey Participation Agreement 07.01.20, 4. Item No. 53 Completed Board Order

Date	Ver.	Action By	Action	Result
6/23/2020	1	Board of Supervisors		

- a. Approve and authorize the Contracts/Purchasing Officer to execute a Participation Agreement between the County of Monterey and TALX Corporation for third-party administration of the County's self-insured unemployment compensation program with the initial term beginning July 1, 2020 through June 30, 2025, including the option to extend the Agreement for up to three (3) automatic one (1)-year periods in an amount not to exceed \$32,000.00; and
- b. Authorize the Contracts/Purchasing Officer to execute three (3) automatic renewals for one year each.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and authorize the Contracts/Purchasing Officer to execute a Participation Agreement between the County of Monterey and TALX Corporation for third-party administration of the County's self-insured unemployment compensation program with the initial term beginning July 1, 2020 through June 30, 2025, including the option to extend the Agreement for up to three (3) automatic one (1)-year periods in an amount not to exceed \$32,000.00; and
- b. Authorize the Contracts/Purchasing Officer to execute three (3) automatic renewals for one year each.

SUMMARY/DISCUSSION:

The County of Monterey is a member of the County of Personnel Administrators Association of California (CPAAC). To assist its member counties in maintaining unemployment coverage at a reduced cost, CPAAC conducted a Request for Proposals #CPAAC 04-05 for group unemployment compensation administration services. TALX Corporation (Contractor), a leading unemployment compensation firm, was selected by CPAAC to provide training, claims administration, management information, and related services to participating counties on a group basis. Member counties can access services from the Contractor via a Participation Agreement under the provisions of the executed Unemployment Compensation Services Model

Agreement with an effective date of July 1, 2016, by and between CPAAC and the Contractor

Approval of the recommended actions will enable the County to continue working with TALX Corporation to ensure that services continue with no lapse. The current administration fee is \$927.96 per quarter (\$3,711.84 per year). The fee is computed at the rate of \$0.785 per FTE as of January 1 of the respective year.

This matter is presented to the Board of Supervisors because of the non-standard language in the Participation Agreement.

OTHER AGENCY INVOLVEMENT:

The offices of the County Counsel and Auditor-Controller have reviewed and approved the Agreement as to form and legality and fiscal provisions, respectively.

FINANCING:

The costs associated with these actions are included in the Benefits Internal Services Fund (specifically in the Unemployment Unit). Funding is provided through monthly departmental charges based on FTE count. No additional funding from the general fund is necessary for these actions.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The recommended actions address the Board of Supervisors' Administration Strategic Initiative. These actions will provide for continuation of the County's self-insured unemployment compensation program for County employees in support of the County's commitment to meeting the Board's initiative in attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County.

- ☐ Economic Development
- ☒ Administration
- ☐ Health & Human Services
- ☐ Infrastructure
- ☐ Public Safety

Prepared By: Jose L. Tapia, Finance Manager

Approved By: Irma Ramirez-Bough, Director of Human Resources

Attachments:

Unemployment Compensation Services Model Agreement between CPAAC and TALX Corp.
Participation Agreement between the County and TALX Corp.