

**REPORT/RECOMMENDATION TO THE BOARD OF DIRECTORS
OF SAN BERNARDINO COUNTY FIRE PROTECTION DISTRICT
AND RECORD OF ACTION**

September 12, 2023

FROM

**DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District
DIANE RUNDLES, Assistant Executive Officer, Human Resources Department**

SUBJECT

Side Letter Agreement with Teamsters Local 1932

RECOMMENDATION(S)

Acting as the governing body of the San Bernardino County Fire Protection District, approve a Side Letter Agreement with Teamsters Local 1932, representing employees in the Fire Auxiliary Unit and Fire Auxiliary Supervisory Unit, to amend the Healthcare Trust article of the current Memorandum of Understanding effective September 23, 2023.

(Presenter: Diane Rundles, Assistant Executive Officer, 387-5570)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Create, Maintain and Grow Jobs and Economic Value in the County.

Operate in a Fiscally-Responsible and Business-Like Manner.

Pursue County Goals and Objectives by Working with Other Agencies and Stakeholders.

FINANCIAL IMPACT

Approval of this item will not result in the use of additional Discretionary General Funding (Net County Cost). There are no anticipated additional costs associated with the Side Letter Agreement, as the funds for payment to the Teamsters Retiree Trust (Retiree Trust) come from deferred employee across-the-board wage increases that were previously approved on July 26, 2022 (Item No. 60).

BACKGROUND INFORMATION

On July 26, 2022 (Item No. 60), the Board of Directors approved a successor Memorandum of Understanding between the San Bernardino County Fire Protection District (SBCFPD) and Teamsters Local 1932 (Teamsters) for employees in the Fire Auxiliary Services Unit and Fire Auxiliary Supervisory Unit (Fire Units). As part of those negotiations, the parties agreed to partially defer employee across-the-board wage increases to divert those funds to a proposed Retiree Trust in the event SBCFPD and Teamsters reached an agreement on the terms of the proposed Retiree Trust as part of Teamsters Local 1932 Healthcare Trust.

The parties met and conferred, resulting in the Side Letter Agreement (Agreement) establishing the terms and conditions of the Retiree Trust for the Fire Units. If approved, the Agreement would allow eligible retirees in the Fire Units to participate in the Retiree Trust. The Agreement establishes the following:

- Eligibility requirements for employees to participate in the Retiree Trust.

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- The transfer of employee contributions funded from the July 30, 2022 across-the-board salary deferral to the Retiree Trust.
- Biweekly deductions from eligible employee's pay warrants to the Retiree Trust.
- Joint periodic reviews of the trust administration.
- An option for SBCFPD to perform audits of the Retiree Trust.

If approved by the Board of Directors, this Agreement will be effective September 23, 2023.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on August 10, 2023; Human Resources (Diane Rundles, Assistant Executive Officer, 387-5570) on August 10, 2023; Finance (Tom Forster, Administrative Analyst, 387-4635) on August 22, 2023; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on August 29, 2023.

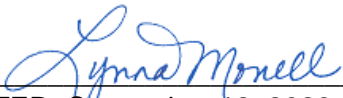
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Record of Action of the Board of Directors
San Bernardino County Fire Protection District

APPROVED (CONSENT CALENDAR)

Moved: Joe Baca, Jr. Seconded: Curt Hagman
Ayes: Col. Paul Cook (Ret.), Jesse Armendarez, Dawn Rowe, Curt Hagman, Joe Baca, Jr.

Lynna Monell, SECRETARY

BY 
DATED: September 12, 2023



cc: File - Employees - MOU - Fire Auxiliary Unit and Fire Auxiliary
Supervisory Unit w/ side letter
JLL 09/14/2023