

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF BOARD GOVERNED COUNTY SERVICE AREAS
AND RECORD OF ACTION**

**REPORT/RECOMMENDATION TO THE BOARD OF DIRECTORS
OF THE FOLLOWING:
BIG BEAR VALLEY RECREATION AND PARK DISTRICT
BLOOMINGTON RECREATION AND PARK DISTRICT
SAN BERNARDINO COUNTY FIRE PROTECTION DISTRICT
AND RECORD OF ACTION**

August 6, 2024

FROM

**LUTHER SNOKE, Chief Executive Officer, County Administrative Office
DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District
NOEL CASTILLO, Director, Department of Public Works – Special Districts**

SUBJECT

San Bernardino County Fire Protection District and San Bernardino County Special Districts Exempt Compensation Plan

RECOMMENDATION(S)

1. Acting as the governing body of the Board Governed County Service Areas, amend the Exempt Compensation Plan, as on file with the Clerk of the Board of Supervisors, effective August 10, 2024.
2. Acting as the governing body of the Big Bear Valley Recreation and Park District, Bloomington Recreation and Park District, and San Bernardino County Fire Protection District, amend the Exempt Compensation Plan, as on file with the Secretary of the Board of Directors, effective August 10, 2024.

(Presenter: Leonardo Gonzalez, County Labor Relations Chief, 387-5565)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

**Create, Maintain and Grow Jobs and Economic Value in the County.
Improve County Government Operations.
Operate in a Fiscally-Responsible and Business-Like Manner.
Ensure Development of a Well-Planned, Balanced, and Sustainable County.**

FINANCIAL IMPACT

Approval of this item will not result in the use of Discretionary General Funding (Net County Cost). Estimated costs from the amended Exempt Compensation Plan, which are reflected in the following table, will be funded through departmental revenue of the San Bernardino County Fire Protection District (SBCFPD).

Fiscal Year	SBCFPD
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**San Bernardino County Fire Protection District and San Bernardino
County Special Districts Exempt Compensation Plan
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2024-25	\$6,000
2025-26	\$6,200
2026-27	\$6,500
Ongoing Annual Amount	\$6,500

2024-25 budget adjustments for this item are not requested at this time but may be subsequently presented to the Board of Supervisors and Board of Directors (Board) for approval, as needed. Sufficient appropriation will be included in future recommended budgets.

BACKGROUND INFORMATION

The Exempt Compensation Plan sets the terms, compensation, and other working conditions for exempt employees in the Board Governed County Service Areas, Big Bear Valley Recreation and Park District, Bloomington Recreation and Park District, and the SBCFPD. To ensure consistency with operational needs, it is proposed that the plan be revised as follows:

- Clean up and modify language for the Major Fire and Disaster Response to allow the Fire Chief to be eligible for the compensation if approved by the Fire Board Chair or designee.
- Clean up language for Administrative Duty Compensation.
- Add clarifying language for Portable Communication Device Allowance.
- Add clarifying language to the Countywide Chief Officer Duty Pay.
- Update classification and salary range structure to reflect recommended changes and changes approved in the County’s Budget Report.

If approved, the changes will become effective August 10, 2024.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O’Neill, Chief Assistant County Counsel, 387-5455) on July 10, 2024; County Administrative Office (Diane Rundles, Assistant Executive Officer, 387-4717) on July 10, 2024; Finance (Abigail Grant, Administrative Analyst, 387-4020) on July 12, 2024; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on July 23, 2024.

**San Bernardino County Fire Protection District and San Bernardino
County Special Districts Exempt Compensation Plan
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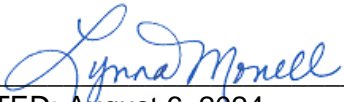
Record of Action of the Board of Supervisors
Board Governed County Service Areas

Record of Action of the Board of Directors
Big Bear Valley Recreation and Park District
Bloomington Recreation and Park District
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, CLERK OF THE BOARD/SECRETARY

BY 
DATED: August 6, 2024



cc: File - Administrative Office w/attach
MBA 08/8/2024