

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

March 15, 2022

FROM

**LEONARD X. HERNANDEZ, Chief Executive Officer, County Administrative Office
DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District**

SUBJECT

Side Letter Agreements with San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 and The Association of San Bernardino County Fire Managers

RECOMMENDATION(S)

Acting as the governing body of the San Bernardino County Fire Protection District:

1. Approve a Side Letter Agreement between San Bernardino County Fire Protection District and San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 to establish a Canine Pay Differential for employees in the Firefighters Unit and Fire Suppression Unit.
2. Approve a Side Letter Agreement between San Bernardino County Fire Protection District and The Association of San Bernardino County Fire Managers to establish a Canine Pay Differential for employees in the Fire Management Unit.

(Presenter: Diane Rundles, Director, 387-5570)

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

The San Bernardino County Fire Protection District (SBCFPD) will fund the costs of the proposed Side Letter Agreements (Agreements) without the need for additional Discretionary General Funding (Net County Cost). The Agreements' estimated costs by fiscal year are reflected in the following table:

Fiscal Year	Costs
2021-22	\$19,716
2022-23	\$44,212
2023-24	\$45,334
Ongoing Annual Amount (*)	\$46,391

(*) Fiscal year 2024-25 and thereafter.

The costs above reflect the estimated compensation of eight hours of pay each pay period for two employees to provide care, feeding and maintenance to their assigned canine. Sufficient

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appropriation for the current fiscal year cost of the Agreements is available in SBCFPD's 2021-22 adopted budget. Appropriation for subsequent year costs will be included in future SBCFPD recommended budgets.

BACKGROUND INFORMATION

Working Dogs for Warriors, Corp. (WDFW) is a 501(c)(3) nonprofit corporation that has established programs to honor those who have dedicated their lives to serving our community and country. WDFW wishes to donate two service dogs to SBCFPD that will participate in SBCFPD's Peer Support Program. SBCFPD will have two designated handlers who will receive training from WDFW and will continue to receive training per WDFW Service Dog Training Standards.

SBCFPD's Peer Support Program is an employee assistance program offering confidential help and guidance by selected trained Peer Support Personnel to all SBCFPD members experiencing a personal or professional crisis. The service dogs provided by WDFW will be part of this team where the physical, social, education or mental health of employees can be improved by interaction with an appropriately trained dog. Each service dog will be assigned to a specific and approved dog handler who is part of SBCFPD's Peer Support team. The service dogs will be cared for by and reside with their assigned handler.

Canine handling includes additional duties beyond those expected of the classification. Therefore, SBCFPD reached out to representatives of San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 and The Association of San Bernardino County Fire Managers seeking to meet and confer regarding these new duties. After meeting and conferring, the parties agreed to the proposed side letter agreements to establish a Canine Pay Differential for these units that is consistent with the canine pay provided to other employees who serve as canine handlers. The benefits in these Agreements are effective the pay period after Board of Directors approval.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on February 15, 2022; Human Resources (Leonardo Gonzalez, Human Resources Deputy Director/Labor Chief, 387-5568) on February 16, 2022; Finance (Tom Forster, Administrative Analyst, 387-4635) on February 15, 2022; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on February 15, 2022.

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

APPROVED (CONSENT CALENDAR)

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

Lynna Monell, SECRETARY

BY 
DATED: March 15, 2022



cc: File - SDD/Employee/MOU-IAFF, Local 935, APL-CIO, CLC
w/side letter

CCM 03/21/2022