

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY
AND RECORD OF ACTION**

March 14, 2023

FROM

DIANE RUNDLES, Assistant Executive Officer, Human Resources Department

SUBJECT

Memorandum of Understanding with the Sheriff's Employees' Benefit Association Representing Employees in the Specialized Peace Officer Unit and the Specialized Peace Officer Supervisory Unit

RECOMMENDATION(S)

Approve the proposed Memorandum of Understanding between San Bernardino County and the Sheriff's Employees' Benefit Association representing the employees in the Specialized Peace Officer Unit and the Specialized Peace Officer Supervisory Unit through December 31, 2027.
(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.

Improve County Government Operations.

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

Ensure Development of a Well-Planned, Balanced, and Sustainable County.

Provide for the Safety, Health and Social Service Needs of County Residents.

FINANCIAL IMPACT

Approval of this item will result in the use of additional Discretionary General Funding (Net County Cost) of approximately \$230,000 in 2022-23 (partial year), \$1.1 million in 2023-24, \$2.3 million in 2024-25, \$3.7 million in 2025-26, \$5.2 million in 2026-27, \$6 million in 2027-28 and in ongoing years. The total estimated ongoing cost associated with the approval of this Memorandum of Understanding (MOU) is approximately \$356,000 in 2022-23 (partial year), \$1.8 million in 2023-24, \$3.6 million in 2024-25, \$5.9 million in 2025-26, \$8.3 million in 2026-27, \$9.5 million in 2027-28 and in ongoing years. Approval of the necessary budget adjustments for 2022-23 is not requested at this time but will be included on a future budget report presented to the Board of Supervisors (Board) for approval, if necessary. Sufficient appropriation will be included in future recommended budgets.

The total estimated one-time cost associated with this contract is approximately \$30,600 in 2025-26, \$31,400 in 2026-27, and \$31,400 in 2027-28 for the cost of the vacation leave cash out option extension. These costs will result in one-time uses of Discretionary General Funding (Net County Cost) of approximately \$21,000 in 2025-26, \$21,600 in 2026-27, and \$21,600 in 2027-28. These costs will be funded from the County's Labor Reserve.

Memorandum of Understanding with the Sheriff's Employees' Benefit Association Representing Employees in the Specialized Peace Officer Unit and the Specialized Peace Officer Supervisory Unit
March 14, 2023

BACKGROUND INFORMATION

Representatives of San Bernardino County (County), under direction of the Board, met and conferred with representatives of the Sheriff's Employees' Benefit Association (SEBA) to reach a successor agreement covering wages, hours, and other terms and conditions of employment for employees in the Specialized Peace Officer Unit and the Specialized Peace Officer Supervisory Unit (Units). After two months of bargaining, the parties reached agreement on the proposed MOU, which contains the following terms:

- A 1% across-the-board wage increase effective following Board approval; a 3% across-the-board wage increase effective December 14, 2024; a 3% across-the-board wage increase effective December 13, 2025; and a 3% across-the-board wage increase effective December 12, 2026.
- Eliminate step 1-7 for Range 38T effective following Board approval.
- Administrative changes to the eligibility for Medical and Dental Plan Coverage and Medical Emergency Leave.
- Increase to the maximum holiday leave accrual balance for Specialized Peace Officer Supervisory Unit.
- Updates to leave provisions in compliance with changes to California law.
- Increases to the Medical Premium Subsidy for all coverage levels.
- Allow employees in the Units to participate in the SEBA Medical Trust should one be established after agreement between SEBA and the County.
- Increase County match contribution to the County's deferred compensation plan for Supervising Probation Officer, Probation Corrections Supervisor I and II, and Probation Corrections Officer to 1% after the employee has completed five years of County service.
- Increase to the County contribution to the Retirement Medical Trust at each level, effective December 16, 2023.
- Decrease the service hour requirement for Longevity Pay to 1% at 10 years of service for all classifications. Increase Longevity Pay at 15 years of service to 3%.
- A \$0.50 increase to each Peace Officer Standards and Training (POST) level, effective December 16, 2023, December 14, 2024, December 13, 2025, and December 12, 2026.
- A 2.5% new top step for all non-trainee classifications, effective December 16, 2023, and December 14, 2024.
- A 0.5% equity increase to all non-trainee classifications, effective December 12, 2026.
- Extend the Vacation Cash-Out provision through the term of the MOU.
- Increase by 2.5% the salary received upon promotion to Deputy Coroner Investigator I.
- Update to Workers' Compensation eligibility for the Fraud Investigator classification and increase the number of hours of full salary paid after a work-related injury.
- Establish new eligibility for Probation Corrections Officer Trainee auto-promotion upon completion of CORE Academy.

SEBA has notified the County that the Units have ratified the proposed MOU extension. The proposed MOU, if approved, will extend the terms and conditions of employment for the Units through December 31, 2027.

PROCUREMENT

Not applicable.

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March 14, 2023**

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on February 2, 2023; Human Resources (Diane Rundles, Assistant Executive Officer, 387-5570, and Leonardo Gonzalez, Deputy Director/Labor Chief, 387-5568) on February 1, 2023; Finance (Abigail Grant, Administrative Analyst, 387-4603) on February 28, 2023; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on February 28, 2023.

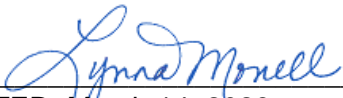
**Memorandum of Understanding with the Sheriff's Employees' Benefit Association Representing Employees in the Specialized Peace Officer Unit and the Specialized Peace Officer Supervisory Unit
March 14, 2023**

Record of Action of the Board of Supervisors
San Bernardino County

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

BY 
DATED: March 14, 2023



cc: HR- Gonzalez w/ 2 MOUs
File - MOU/Specialized Peace Officer Unit & Specialized Peace
Officer Supervisory Unit w/MOU
CCM 03/16/2023