

Side Letter Agreement

TEAMSTERS LOCAL 1932

ADMINISTRATIVE SERVICES; CLERICAL; CRAFT, LABOR & TRADES; MANAGEMENT;
SUPERVISORY; NURSES SUPERVISORY & MANAGEMENT; AND TECHNICAL & INSPECTION UNITS

San Bernardino County (“County”) and Teamsters Local 1932 (“Teamsters”), herein referred to collectively as the “Parties” have met and conferred and reached an agreement on modification to the September 9, 2023 through February 28, 2027 Memorandum of Understanding (“MOU”) between the County and Teamsters.

Effective the first day of the pay period following Board of Supervisors approval, the Parties agree to amend the March 11, 2025, Side Letter, as provided below.

Job Code	Classification	Unit	Current Range	Effective 03/08/2025	Effective 11/29/2025	Effective 11/28/2026
12018	Clinical Laboratory Services Manager	MGT	74C	77	77	77
13130	Mental Health Clinic Supervisor	SUP	67C	70C	70C	70C
13187	Mental Health Program Manager II	MGT	70C	73	73	73
19670	Behavioral Health Physician IV (formerly Psychiatrist IV)	SUP	P4	5.00%	N/A	N/A
16378	Public Health Program Manager	MGT	70	75	75	75
19860	Supervising Clinical Laboratory Scientist	SUP	72C	74C	74C	74C
19182	Supervising Dietitian	SUP	58	60	60	60
05144	Supervising Emergency Services Specialist	SUP	62	63C	63C	63C
05151	Supervising Environmental Health Specialist	SUP	62	65C	65C	65C
19861	Supervising Land Surveyor	SUP	73	74C	74C	74C
19411	Supervising Pediatric Rehabilitation Therapist I	SUP	66C	68A	68A	68A
19915	Supervising Pediatric Rehabilitation Therapist II	SUP	71C	72C	72C	72C
16384	Supervising Public Health Microbiologist	SUP	65	66	66	66
18083	Supervising Rehabilitation Therapist	SUP	69	71A	71A	71A
01633	EPIC Supervisor/Project Manager-RN	NRS	74A	74A	74B	74B
04905	Education Services Supervisor	NRS	74A	76 (NEW)	76A (NEW)	77A (NEW)
13115	Case Management Supervisor	NRS	67	72	72C	72C
13123	DBH- Nurse Manager	NRS	70C	72	72C	72C
14014	Nurse Supervisor	NRS	67	70	70A	70A
14017	House Supervisor	NRS	70C	72B (NEW)	73	73
19148	Clinical Director I	NRS	75B	76A (NEW)	76A (NEW)	76A (NEW)
19149	Clinical Director II	NRS	80	81A (NEW)	82A (NEW)	82A (NEW)
19181	Unit Manager	NRS	75B	77B (NEW)	78B (NEW)	78B (NEW)
19183	Assistant Unit Manager I	NRS	69	70A	71	71
19184	Assistant Unit Manager I - Specialty Care	NRS	72A	74	74B	74B

Job Code	Classification	Unit	Current Range	Effective 03/08/2025	Effective 11/29/2025	Effective 11/28/2026
19185	Assistant Unit Manager I - Specialty Critical Care	NRS	73	75 (NEW)	75C (NEW)	75C (NEW)
19186	Assistant Unit Manager II	NRS	70C	72B (NEW)	73	73
19187	Assistant Unit Manager II-Specialty Critical Care	NRS	74	77 (NEW)	77C	77C
19188	Clinic Unit Manager - ARMC	NRS	69C	71	71A	71A
19189	Assistant Unit Manager II-Specialty Care	NRS	73C	76 (NEW)	76C (NEW)	76C (NEW)
19199	Assistant Clinic Unit Manager	NRS	65C	67	69	69
19355	Supervising Public Health Nurse	NRS	67C	70	70C	70C
19356	Public Health Nurse Manager	NRS	72	72	72C	72C
19539	Supervising Correctional Nurse II	NRS	74B	80A (NEW)	80A (NEW)	80A (NEW)
19862	Supervising Correctional Nurse I	NRS	72	77C	77C	77C
21015	Clinical Documentation Improvement Nurse Supervisor	NRS	67	71	71A	71A

Date Agreed: _____

San Bernardino County

DocuSigned by:

 7/31/2025

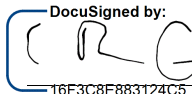
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Leonardo Gonzalez

Human Resources Director

Teamsters Local 1932

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Carlos Gonzales

Business Agent/Coordinator