

**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

Side Letter Agreements with Employee Organizations

RECOMMENDATION(S)

1. Approve a Side Letter Agreement between San Bernardino County and Teamsters, Local 1932, for the implementation of an In-House Registry Pilot Program for ancillary and support services at Arrowhead Regional Medical Center and the Sheriff/Coroner/Public Administrator's Department, effective March 25, 2023 through January 12, 2024.
2. Approve a Side Letter Agreement between San Bernardino County and Service Employees International Union, Local 721, for the implementation of an In-House Registry Pilot Program for ancillary and support services at Arrowhead Regional Medical Center and the Sheriff/Coroner/Public Administrator's Department, effective March 25, 2023 through January 12, 2024.

(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.

FINANCIAL IMPACT

Approval of these Side Letter Agreements (Agreements) will not result in the use of additional Discretionary General Funding (Net County Cost).

The In-House Registry Pilot Program (Program) will provide a financial incentive of double time pay to County employees assigned to Arrowhead Regional Medical Center (ARMC) and the San Bernardino County Sheriff/Coroner/Public Administrator's Department (Sheriff's Department) to sign up and work additional shifts above their standard tour of duty. The rate(s) proposed by the Agreements can have multiple fiscal impacts:

- Some overtime hours that are regularly performed by County employees will qualify for the Program and therefore be paid at a higher rate, thereby increasing costs above the current obligation. However, these increases may be partially offset by the reduction of the County's use of temporary employees employed by an outside temporary staffing agency (Temporary Employees).
- The overall reduction of the use of Temporary Employees will realize a reduction in cost as County employees are incentivized to work additional shifts. The savings will vary based on the skill level and seniority of the employees being deployed.

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It is the goal of the County, ARMC and the Sheriff's Department to utilize the Program so that it is cost neutral to the County, while providing additional pay for eligible County employees.

BACKGROUND INFORMATION

On June 28, 2022 (Item No. 52), the Board of Supervisors (Board) approved a Side Letter Agreement with Teamsters, Local 1932 (Teamsters) for a Program for certain classifications in the Nurses Supervisory and Management Unit assigned to ARMC and the Sheriff's Department. The Program has been successfully operating since June 2022 and has attracted eligible employees to sign up for additional shifts.

Beginning in October 2022, the County engaged in a meet and confer with Teamsters and Service Employees International Union, Local 721, to create a Program for classifications in their respective units. At the conclusion of the meet and confer, the parties agreed to the proposed Agreements to create a Program for certain classifications that provide ancillary and support services at ARMC and the Sheriff's Department. The eligible classifications are outlined in the corresponding Agreement.

In the past, the County has used Temporary Employees during staffing shortages, but it is the desire of the County to reduce the use of such outside services. The Program will provide a financial incentive of double time rates (i.e., two times the employee's base hourly rate) to eligible County employees to sign up and work additional shifts beyond their standard tour of duty.

This Program will be effective the pay period after Board approval and will sunset on January 12, 2024, unless the parties mutually agree to extend the Program. If the Program is extended, an item will be presented to the Board for approval of the extension.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on February 21, 2022; Human Resources (Diane Rundles, Assistant Executive Officer, 387-5570, and Leonardo Gonzalez, County Labor Relations Chief, 387-5568) on February 15, 2022; Finance (Abigail Grant, Administrative Analyst, 387-4603) on February 22, 2022; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on February 22, 2022.

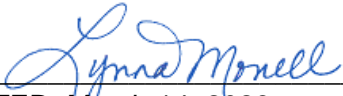
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Record of Action of the Board of Supervisors
San Bernardino County

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: File - MOU/Teamsters Local 1932 w/side letter
File - MOU/Service Employees International Union, Local 721
w/side letter
CCM 03/16/2023