

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

March 10, 2026

FROM

**DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District
LEONARDO GONZALEZ, Director, Human Resources**

SUBJECT

Memorandum of Understanding with the International Union of Operating Engineers Local 12, Representing Employees in the General Fire Support Unit

RECOMMENDATION(S)

Acting as the governing body of the San Bernardino County Fire Protection District, approve the Memorandum of Understanding between the San Bernardino County Fire Protection District and the International Union of Operating Engineers Local 12, representing employees in General Fire Support Unit, effective March 7, 2026 through February 28, 2029.
(Presenter: Leonardo Gonzalez, Director, 387-5570)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Create, Maintain and Grow Employment Opportunities and Economic Value in the County.

Improve County Government Operations.

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

Foster Sustainable Development Through Strategic Partnerships.

FINANCIAL IMPACT

Approval of this item will result in the use of additional Discretionary General Funding (Net County Cost). Estimated costs from the proposed Memorandum of Understanding (MOU), which are reflected in the table below, will be funded through departmental revenue of the San Bernardino County Fire Protection District (SBCFPD) and through the use of additional Discretionary General Funding (Net County Cost) allocated to the Office of Emergency Services (OES).

Fiscal Year	Net County Cost	Estimated Total Costs
2025-26	\$600	\$43,000
2026-27	\$3,000	\$225,000
2027-28	\$6,000	\$394,000
2028-29	\$8,000	\$558,000
Ongoing Annual Amount (*)	\$8,000	\$584,000

(*) Fiscal year 2029-30 and thereafter.

Approval of budget adjustments are not requested at this time but will be presented to the Board of Directors (Board) at a future date, if needed. Sufficient appropriation for costs in subsequent years will be included in future recommended budgets.

Memorandum of Understanding with the International Union of Operating Engineers Local 12, Representing Employees in the General Fire Support Unit

March 10, 2026

BACKGROUND INFORMATION

Representatives of the SBCFPD, under direction of the Board, met and conferred with representatives of the International Union of Operating Engineers Local 12 (IUOE) to negotiate a successor labor agreement covering wages, hours, and other terms and conditions of employment for employees in the General Fire Support Unit (Unit). The parties reached agreement on the proposed MOU with a term that expires on February 28, 2029.

The proposed MOU includes the following terms:

- Provide a 3% across-the-board wage increase effective March 7, 2026, February 20, 2027, and February 19, 2028.
- Increase the Medical Premium Subsidy for all coverage levels effective March 7, 2026, July 25, 2026, July 24, 2027, and July 22, 2028.
- Establish new 2.5% top step for all non-trainee salary ranges in the Unit, effective November 25, 2028.
- Eliminate the bottom step for all salary ranges in the Unit, effective November 25, 2028.
- Increase Boot/Specialized Footwear Voucher to \$300 per fiscal year effective June 13, 2027.
- Increase the Red Card Certification and Advanced PPE Cleaning and Inspection Training Certification Differential to \$0.75 per hour effective March 7, 2026.
- Increase Tool Allowance to \$750 per fiscal year effective January 9, 2027.
- Increase Automotive Service Excellence Differential tier for one certification to \$0.25 per hour effective March 7, 2026.
- Increase Automotive Service Excellence Differential tier for two certifications to \$0.50 per hour effective March 7, 2026.
- Increase Automotive Service Excellence Differential tier for three certifications to \$0.75 per hour effective March 7, 2026.
- Establish an Automotive Service Excellence Differential tier of \$0.25 per hour for Equipment Parts Chaser and Vehicle Parts Specialist who possess and maintain a Medium-Heavy Parts Specialist Certification effective June 10, 2028.
- Clean up language throughout the entirety of the MOU.

IUOE notified SBCFPD that the Unit ratified the proposed MOU on March 2, 2026. If approved by the Board, the proposed MOU will constitute a successor labor agreement between SBCFPD and IUOE covering wages, hours, and other terms and conditions of employment effective March 7, 2026 through February 28, 2029.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Chief Assistant County Counsel, 387-5455) on February 26, 2026; Human Resources (Leonardo Gonzalez, Director, 387-5568) on February 26, 2026; and County Finance and Administration (Garrett Baker, 387-3077 and Ivan Ramirez, 387-4020, Administrative Analysts) on February 26, 2026.

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Record of Action of the Board of Directors
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, SECRETARY

BY 
DATED: March 10, 2026



cc: HR – Gonzalez w/MOU
MOU - SBCFPD-IUOE LOCAL 12, AFL-CIO
MBA 03/16/2026