

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

December 5, 2023

FROM

**DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District
DIANE RUNDLES, Assistant Executive Officer, Human Resources Department**

SUBJECT

Memorandum of Understanding with Teamsters Local 1932, representing employees in the Fire Auxiliary Unit and Fire Auxiliary Supervisory Unit

RECOMMENDATION(S)

Acting as the governing body of the San Bernardino County Fire Protection District, approve a Memorandum of Understanding between San Bernardino County Fire Protection District and Teamsters Local 1932, representing employees in the Fire Auxiliary Unit and Fire Auxiliary Supervisory Unit, through February 28, 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.**

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), Consolidated Fire Agencies Joint Powers Authority (CONFIRE) and through the use of additional Discretionary General Funding (Net County Cost) allocated to the Office of Emergency Services (OES).

Fiscal Year	Estimated Costs	Funding Source		
		SBCFPD	OES	CONFIRE
2023-24	\$252,200	\$223,700	\$25,900	\$2,600
2024-25	\$890,200	\$798,300	\$83,400	\$8,500
2025-26	\$1,515,500	\$1,364,400	\$136,000	\$15,100
2026-27	\$2,098,300	\$1,892,200	\$186,400	\$19,700
Ongoing (2027-28 and thereafter)	\$2,121,800	\$1,913,600	\$188,500	\$19,700

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Budget adjustments for 2023-24 are not requested at this time, but may be included in the County's 2023-24 Mid-Year Report, if necessary. Appropriation for the costs of this MOU will be included in future recommended budgets for approval by the Board of Directors (Board).

BACKGROUND INFORMATION

Representatives of SBCFPD, under direction of the Board of Directors (Board) and representatives of Teamsters Local 1932 (Teamsters) began the meet and confer process to negotiate a successor MOU that provides wages, hours, and other terms and conditions of employment for employees in the Fire Auxiliary Unit and Fire Auxiliary Supervisory Unit (Units). After several bargaining sessions, the parties reached agreement on the proposed following economic terms of the MOU:

- Provide a 1.5% across-the-board increase effective the pay period following Board approval, and a 2% across-the-board increase effective February 24, 2024; a 3% across-the-board increase effective February 22, 2025; and a 3% across-the-board increase effective February 21, 2026.
- Establish a 2.5% new top step for all non-trainee classifications, effective July 25, 2026.
- Allow for a diversion of 0.50% of employee wages to the Teamsters Local 1932 Retiree Component of Teamsters Healthcare Trust effective February 24, 2024.
- Allow for a diversion of 0.50% of employee wages to the Teamsters Local 1932 Retiree Component of Teamsters Healthcare Trust effective February 22, 2025, if conditions are met.
- Clean up language throughout the entirety of the MOU.
- Incorporate previously approved Side Letter Agreements into the MOU.
- Update leave provisions in compliance with changes to California law.
- Increase the Medical Premium Subsidy for all coverage levels effective the pay period following Board approval and July 13, 2024, July 12, 2025, and July 11, 2026.
- Provide targeted equity increases to certain classifications that have demonstrated recruitment/retention and/or compaction issues and establish new salary ranges for classifications.
- Increase On-Call Compensation to \$4.00 an hour effective the pay period following Board approval.
- Increase the Retirement Medical Trust Fund Sick Leave Conversion Formula by 5% at each tier, effective following Board approval.
- Make administrative changes to the Classification, Demotions, Hours of Work, Medical, Dental, and Vision Coverage, Merit Advancements, Salary Rates and Step Advancements, and Temporary Performance of Higher Level Duties articles.
- Include Paid Time Off, Standard Tour of Duty, and Working Days in the Definitions article.
- Make changes to the Overtime article allowing "pre-approved" sick leave to count as hours worked.
- Establish a Revenue-Sharing initiative that allows for up to 1% equity if certain conditions are met effective February 22, 2025, and February 21, 2026.
- Provide an additional day of paid Bereavement Leave for all employees and reduce the mileage requirement for the additional day of paid Bereavement Leave.
- Establish a new Longevity Pay tier of 1% at 10 years of service and increase current Longevity Pay tier at 15 years of service to 3%.

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- Effective the pay period following Board approval, the SBCFPD will pay the State Disability Insurance premium for eligible employees.
- Establish a New Employee Orientation article.
- Establish a Grievance article which provides an appeal process for grievances and disciplinary actions.

Teamsters notified SBCFPD that the Units ratified the proposed MOU. Therefore, the proposed MOU will, if approved, constitute a successor labor agreement between SBCFPD and Teamsters covering wages, hours, and other terms and conditions of employment following Board approval through February 28, 2027.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on November 8, 2023; Human Resources (Diane Rundles, Assistant Executive Officer, 387-5570) on November 7, 2023; Finance (Tom Forster, Administrative Analyst, 387-4635) on November 9, 2023; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on November 15, 2023.


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

APPROVED (CONSENT CALENDAR)

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

Lynna Monell, SECRETARY

BY 
DATED: December 5, 2023



cc: SBCFPD - Munsey w/ MOU
HR - Gonzalez w/ MOU
File - Employees/MOU - Fire Auxiliary Services Unit & Fire
Auxiliary Supervisory Unit w/ MOU
JLL 12/7/2023