

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

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS  
OF THE BOARD GOVERNED COUNTY SERVICE AREAS  
AND RECORD OF ACTION**

**REPORT/RECOMMENDATION TO THE BOARD OF DIRECTORS  
OF THE BIG BEAR VALLEY RECREATION AND PARK DISTRICT  
AND RECORD OF ACTION**

**REPORT/RECOMMENDATION TO THE BOARD OF DIRECTORS  
OF THE BLOOMINGTON RECREATION AND PARK DISTRICT  
AND RECORD OF ACTION**

July 28, 2020

**FROM**

**GARY McBRIDE, Chief Executive Officer, County Administrative Office**

**LUTHER SNOKE, Interim Director, Special Districts Department**

**DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District**

**SUBJECT**

Amendment to the San Bernardino County Fire Protection District and San Bernardino County Special Districts Department Exempt Compensation Plan (Exempt Compensation Plan)

**RECOMMENDATION(S)**

1. Acting as the governing body of the San Bernardino County Fire Protection District, amend the Exempt Compensation Plan, as on file with the Clerk of the Board, effective pay period nineteen (19), 2020.
2. Acting as the governing body of the Board Governed County Service Areas, amend the Exempt Compensation Plan, as on file with the Clerk of the Board, effective pay period nineteen (19), 2020.
3. Acting as the governing body of the Big Bear Valley Recreation and Park District, amend the Exempt Compensation Plan, as on file with the Clerk of the Board, effective pay period nineteen (19), 2020.
4. Acting as the governing body of the Bloomington Recreation and Park District, amend the Exempt Compensation Plan, as on file with the Clerk of the Board, effective pay period nineteen (19), 2020.

(Presenter: Bob Windle, County Labor Relations Chief, 387-3101)

**Amendment to the San Bernardino County Fire Protection District and  
San Bernardino County Special Districts Department Exempt  
Compensation Plan (Exempt Compensation Plan)  
July 28, 2020**

**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 not result in the use of additional Discretionary General Funding (Net County Cost). Rather than now proceeding with the July 2020 3% across-the-board salary increase for exempt employees in the San Bernardino County Fire Protection District (SBCFPD) and San Bernardino County Special Districts Department (Districts), a one-time lump sum payment equivalent to 3% of each employee's salary covering the period from July 18, 2020 through September 25, 2020 would produce an overall cost savings of approximately \$2,000. This savings is due to a reduction in retirement costs because the one-time lump sum payment is not considered as earnable compensation for Tier 2 employees.

**BACKGROUND INFORMATION**

The Exempt Compensation Plan sets the terms, compensation, and other working conditions for exempt employees in the San Bernardino County Fire Protection District (SBCFPD) and San Bernardino County Special Districts Department (Districts).

The County's economic forecast has deteriorated significantly in the wake of COVID-19. Currently, the County has projected a \$75.4 million deficit in the coming Fiscal Year 2020-21 budget and a \$104.8 million deficit in the 5-year forecast. As a result, the County needs to take immediate action to preserve its financial footing.

On June 23, 2020 (Item No. 119) the Board approved the addition of language to the Exempt Compensation Plan that, among other things, gave the County's Chief Executive Officer (CEO) discretion to grant the Exempt Group's July 2020 3% across-the-board salary increase based on the availability of financial resources. Given the County's economic circumstances, the CEO has made the determination to exercise that discretion and not grant the 3% across the board increase. In an effort to mitigate the loss to employees of the anticipated increase it is proposed that the County provide a one-time lump sum payment equivalent to 3% of each employee's salary covering the period from July 18, 2020 through September 25, 2020. Further, it is proposed that language be added that would give the Chief Executive Officer discretion to restore, in full or in part, said across the board increase. This approach gives the County the ability to ease the ongoing financial constraints and provide additional time to acquire data on the depth and anticipated duration of the economic impacts of this truly unprecedented event.

The County Administrative Office – Labor Relations Unit has had discussions with the County's labor unions regarding the County's budgetary concerns and potential cost saving measures, and the proposed one-time lump sum payment is consistent with the tentative agreement reached with Teamsters Local 1932.

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San Bernardino County Special Districts Department Exempt  
Compensation Plan (Exempt Compensation Plan)  
July 28, 2020**

**PROCUREMENT**

N/A.

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Richard Luczak, Deputy County Counsel, 387-5455) on July 20, 2020; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on July 20, 2020; Finance (Tom Forster, Administrative Analyst, 387-4635) on July 21, 2020; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on July 22, 2020.

**Amendment to the San Bernardino County Fire Protection District and  
San Bernardino County Special Districts Department Exempt  
Compensation Plan (Exempt Compensation Plan)  
July 28, 2020**

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

Record of Action of the Board of Supervisors  
Board Governed County Service Areas

Record of Action of the Board of Directors  
Big Bear Valley Recreation and Park District  
Bloomington Recreation and Park District

**APPROVED (CONSENT CALENDAR)**

Moved: Josie Gonzales Seconded: Robert A. Lovingood  
Ayes: Robert A. Lovingood, Janice Rutherford, Dawn Rowe, Curt Hagman, Josie Gonzales

Lynna Monell, CLERK OF THE BOARD/SECRETARY

BY   
DATED: July 28, 2020



cc: File- Administrative Office (Exempt Compensation Plan) w/attach  
la 08/3/2020