

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY
AND RECORD OF ACTION**

June 10, 2025

FROM

LEONARDO GONZALEZ, Director, Human Resources Department

ARLENE MOLINA, Director, Preschool Services Department

SUBJECT

Side Letter Agreement with Teamsters Local 1932 for Preschool Services Department Non-Supervisory and Supervisory Units

RECOMMENDATION(S)

Approve Side Letter Agreement with Teamsters Local 1932, representing employees in the Preschool Services Department Non-Supervisory Unit and Supervisory Unit, effective June 10, 2025.

(Presenter: Leonardo Gonzalez, Director, 387-5570)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Provide for the Safety, Health and Social Service Needs of County Residents.

Pursue County Goals and Objectives by Working with Other Agencies and Stakeholders.

FINANCIAL IMPACT

This item will not result in the use of Discretionary General Funding (Net County Cost). All costs associated with Preschool Services Department's (PSD) contract positions are funded by grants for the Head Start (HS), Early Head Start (EHS), State Preschool (CSPP) and Child Development (CCTR) programs. The proposed Side Letter Agreement (Agreement) would qualify employees in the PSD Non-Supervisory and Supervisory Units (Units) for lump sum retention bonuses, with a cost not to exceed \$3,184,200. Sufficient appropriation and revenue have been included in the PSD 2024-25 budget.

BACKGROUND INFORMATION

PSD operates the HS, EHS, CSPP, and CCTR programs. These programs provide education, health, nutrition, cognitive, social/emotional, physical growth and development, and parent involvement services for children ages 0 to 5 years with the goal of increasing family engagement and the school readiness of young children in economically disadvantaged families. HS and CSPP programs have been operating in the county since 1965. Since 1999, PSD has provided these programs through a combination of direct and contracted services.

On August 8, 2023 (Item No. 24), the Board of Supervisors approved a Memorandum of Understanding (MOU) for employees in the Units that is set to expire on June 30, 2025. The County met and conferred with Teamsters Local 1932 regarding the terms and conditions of a contract extension. This communication resulted in the recommended Agreement, which will amend the MOU to include:

- An extension of the term of the MOU through December 31, 2026.

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Services Department Non-Supervisory and Supervisory Units
June 10, 2025**

- Administrative changes to the Medical and Dental Premium Subsidies section of the MOU to allow employees to be eligible when in paid status.
- A lump sum retention bonus of \$3,000 for active employees in the Units who are in paid status on pay period 12 in 2025. Employees who meet the criteria shall receive the lump sum payment on, or about, June 25, 2025.
- A second lump sum retention bonus of \$3,000 for active employees in the Units who are in paid status on pay period 14 in 2025. Employees who meet the criteria shall receive the lump sum payment on, or about, September 17, 2025.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Chief Assistant County Counsel, 387-5455) on May 29, 2025; Finance (Allegra Pajot, Administrative Analyst, 388-0218) on May 23, 2025; and County Finance and Administration (Cheryl Adams, Deputy Executive Officer, 388-0238) on May 29, 2025.

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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: June 10, 2025



cc: File - MOU/Preschool Services Department w/side letter
CCM 06/20/2025