

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

March 15, 2022

FROM

**LEONARD X. HERNANDEZ, Chief Executive Officer, County Administrative Office
DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District**

SUBJECT

Side Letter Agreement with San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935

RECOMMENDATION(S)

Acting as the governing body of the San Bernardino County Fire Protection District, approve a Side Letter Agreement between San Bernardino County Fire Protection District and San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 extending the term of the Memorandum of Understanding for employees in the Firefighters Unit and Fire Suppression Aide Unit through January 24, 2025.
(Presenter: Diane Rundles, Director, 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

The San Bernardino County Fire Protection District (SBCFPD) will fund the ongoing costs of the proposed Side Letter Agreement (Agreement) without the need for additional Discretionary General Funding (Net County Cost).

The Agreement's estimated ongoing costs by fiscal year are reflected in the following table:

Fiscal Year	Ongoing Costs
2021-22	\$783,000
2022-23	\$4,800,000
2023-24	\$6,000,000
2024-25	\$8,500,000
Ongoing Annual Amount (*)	\$8,500,000

(*) Fiscal year 2025-26 and thereafter.

The Agreement also includes a one-time cost of approximately \$1,500,000 that will be funded by SBCFPD available reserves. However, it is expected that SBCFPD will be reimbursed for this cost through an allocation of American Rescue Plan Act (ARPA) funding, contingent upon cost being eligible under ARPA guidelines.

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BACKGROUND INFORMATION

San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 (Local 935) requested to meet with Human Resources, Labor Relations to address issues related to recruiting and retaining Firefighter Paramedics. The Human Resources, Labor Relations Division commenced discussions with Local 935 on November 30, 2021. All parties agreed to open labor discussions that increased the scope of discussions beyond recruiting and retention issues for Firefighter Paramedics. As part of the negotiations, the County proposed a one-year extension to Local 935's contract, which expires at midnight on January 26, 2024. The parties reached agreement that the term of the Memorandum of Understanding (MOU) will be extended by one year and will expire at 12:00 a.m. (midnight) of January 24, 2025.

The proposed agreement includes the following items as part of a contract extension:

- 1% across-the-board increase effective July 30, 2022, and a 3% across-the-board increase effective February 25, 2023.
- New pay stipend for Emergency Medical Technician (EMT) Certification.
- Increase to the Paramedic Pay Stipend.
- Equity adjustment to the salary range of the Captain classification.
- Additional Holiday leave accrual for June 19th (Juneteenth).
- COVID-19 Premium Pay Bonus to all classifications.
- Extension to the timeframe for submission of the COVID-19 Vaccine Incentive Program.

Local 935 has notified the County that the Firefighters and Fire Suppression Aide Unit has ratified the proposed Side Letter Agreement for the MOU extension. Therefore, the proposed will, if approved by the Board of Directors, extend the term and conditions of employment through January 24, 2025.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on March 7, 2022; Human Resources (Leonardo Gonzalez, Human Resources Deputy Director/Labor Chief, 387-5568) on March 4, 2022; Finance (Tom Forster, Administrative Analyst, 387-4635) on March 7, 2022; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on March 8, 2022.

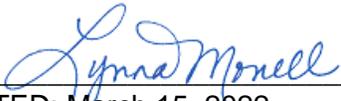
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Record of Action of the Board of Directors
San Bernardino County Fire Protection District

APPROVED (CONSENT CALENDAR)

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

Lynna Monell, SECRETARY

BY  _____
DATED: March 15, 2022



cc: SDD/Employees/MOU – SBCPF, IAFF, Local 935 – Gonzalez
w/MOU
File- SDD/Employee/MOU – IAFF, LOCAL 935, AFL-CIO, CLC
LA 03/29/2022