

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

March 15, 2022

FROM

DIANE RUNDLES, Director, Human Resources Department

SUBJECT

Side Letter Agreement with Service Employees International Union Local 721

RECOMMENDATION(S)

Approve a Side Letter Agreement between San Bernardino County and Service Employees International Union Local 721 for After Hours Child Placement Night Shift Differential and Incentive.

(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

Approval of this item will not result in the use of additional Discretionary General Funding (Net County Cost). The proposed Side Letter Agreement, which will be effective the pay period after Board of Supervisor (Board) approval, includes an After Hours Child Placement Night Shift Differential (Differential) and One-Time After Hours Child Placement Night Shift Volunteer Incentive (Incentive) for the employees of Children and Family Services (CFS). The total estimated cost is \$20,000 in 2021-22 and \$9,000 in 2022-23. Sufficient appropriation is included in the Department's 2021-22 budget, and will be included in future recommended budgets.

BACKGROUND INFORMATION

CFS recently identified difficulties in finding coverage for after-hours child placement care. CFS requests to provide a Differential and an Incentive for its employees for this after-hours coverage.

The meet and confer process resulted in the proposed Side Letter Agreement between San Bernardino County (County) and Service Employees International Union (SEIU) Local 721, establishing a new Differential which will provide compensation of \$1.75 per hour over and above the base hourly rate to CFS employees who are assigned to work the night shift from the hours of 6:00pm to 6:00am to supervise foster children in the CFS for whom there is no emergency placement.

In addition, the County will provide an Incentive, which is a one-time bonus of \$500. The Incentive shall be available to CFS employees who volunteer for six consecutive months to work

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the night shift as part of their assigned schedule. For the purposes of this Incentive, the night shift is comprised of two shifts: from the hours of 6:00pm to 12:00 am, and from the hours of 12:00am to 6:00am.

This Incentive shall sunset one year following Board approval of the Side Letter Agreement.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on February 11, 2022; Human Resources (Leonardo Gonzalez, Human Resources Deputy Director/Labor Chief, 387-5568) on February 11, 2022; Finance (Jessica Trillo, Principal Administrative Analyst, 387-4222) on February 14, 2022; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on February 14, 2022.

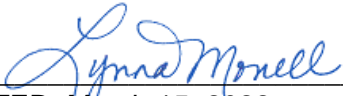
**Side Letter Agreement with Service Employees International Union
Local 721
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Record of Action of the Board of Supervisors
San Bernardino County

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, CLERK OF THE BOARD

BY 
DATED: March 15, 2022



cc: File – MOU/Service Employees International Union, Local 721
w/side letter
CCM 03/17/2022