

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

March 10, 2026

**FROM**

**DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District  
LEONARDO GONZALEZ, Director, Human Resources**

**SUBJECT**

Memorandum of Understanding with San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935, Representing Employees in the Ambulance Operators Unit

**RECOMMENDATION(S)**

Acting as the governing body of the San Bernardino County Fire Protection District:

1. Approve a Memorandum of Understanding between San Bernardino County Fire Protection District and San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935, representing employees in the Ambulance Operators Unit effective March 7, 2026, through February 28, 2031.
2. Approve appropriation and reserve adjustments and authorize the Auditor-Controller/Treasurer/Tax Collector to post necessary budget adjustments, as detailed in the Financial Impact section (Four votes required).

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

**COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES**

**Create, Maintain and Grow Employment Opportunities and Economic Value in the County.**

**Improve County Government Operations.**

**Operate in a Fiscally-Responsible and Business-Like Manner.**

**Foster Sustainable Development Through Strategic Partnerships.**

**FINANCIAL IMPACT**

The proposed Memorandum of Understanding (MOU) will not result in the use of Discretionary General Funding (Net County Cost). The San Bernardino County Fire Protection District (SBCFPD) will fund the ongoing costs.

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

<b>Fiscal Year</b>	<b>Estimated Costs</b>
2025-26*	\$2,930,660
2026-27	\$808,000
2027-28	\$1,335,000
2028-29	\$1,995,000
2029-30	\$2,708,000
2030-31	\$3,200,000

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Ongoing Annual Amount (**)	\$3,200,000
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(\*) Includes one-time contribution to Healthcare Trust.

(\*\*) Fiscal year 2031-32 and thereafter.

The MOU also includes a one-time cost of \$2,930,660 that will be funded by SBCFPD for the establishment of a Healthcare Trust. Approval of the budget adjustments in the table below will allow SBCFPD to transfer funds to the San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 (Local 935) for establishment of the Healthcare Trust.

Cost Center	Commitment Item	Description	Action	Amount
1045002468	51001305	Other Fringes	Increase	\$2,930,660
1045002468	40909975	Operating Transfers In	Increase	\$2,135,660
1040002468	37008880	Fund Balance-Reserved – Available Reserves	Decrease	\$795,000
1069992412	55305030	Operating Transfers Out	Increase	\$2,135,660
1069992412	37008880	Fund Balance-Reserved – Available Reserves	Decrease	\$2,135,660

**BACKGROUND INFORMATION**

Representatives of SBCFPD, under direction of the Board of Directors (Board), met and conferred with representatives of the San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 (Local 935) to negotiate a successor labor agreement covering wages, hours, and other terms and conditions of employment for employees in the Ambulance Operators Unit (Unit). The parties reached agreement on the proposed MOU with a term that will expire at 12:00 a.m. (midnight) of February 28, 2031.

The proposed MOU includes the following items:

- \$1.75 per hour equity increase for all salary ranges effective the pay period following Board approval.
- Discontinue the Modified Benefit Option for employees in the unit effective March 7, 2026.
- Convert Vacation accrual banks to Paid Time Off on a one-to-one basis, effective the pay period following Board approval.
- Transition all employees to Paid Time Off leave accrual in lieu of Vacation leave and Sick leave accruals, effective the pay period following Board approval.
- One time cash out of Vacation leave for eligible employees whose leave banks exceed the established maximum allowance for Paid Time Off.
- Establish a Canine Assignment Pay differential of \$250 per pay period for employees assigned to provide care, feeding, and maintenance to a Canine for the Department effective June 13, 2026.
- Increase the Medical Premium Subsidy for all coverage levels effective July 25, 2026, July 24, 2027, July 22, 2028, and July 21, 2029.
- Establish eligibility criteria allowing employees in the unit to be eligible for Local 935's Healthcare Trust.
- Provide a salary restructure for Ambulance Operator – Field Specialist position range F1, effective March 7, 2026, to ensure an appropriate salary progression within the SBCFPD.
- Establish new 2.5% top step for all salary ranges in the unit, effective March 18, 2028, March 17, 2029, and March 16, 2030.

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- Eliminate the bottom step for all salary ranges in the unit, effective March 18, 2028, March 17, 2029, and March 16, 2030.
- Provide a 2.5% equity increase for all salary ranges in the unit, effective March 16, 2030.
- Discontinue Fire District's matching contribution to the 457(b) Deferred Compensation Plan.
- Provide a one-time contribution of \$2,930,660 towards Local 935's Healthcare Trust.
- Clean up language throughout the entirety of the MOU.

Local 935 notified SBCFPD that the Unit ratified the proposed MOU on February 4, 2026. If approved by the Board, the proposed MOU will constitute a successor labor agreement between SBCFPD and Local 935 covering wages, hours, and other terms and conditions of employment effective March 7, 2026, through February 28, 2031.

**PROCUREMENT**

Not applicable.

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Cynthia O'Neill, Chief Assistant County Counsel, 387-5455) on February 5, 2026; Human Resources (Leonardo Gonzalez, Director, 387-5568) on February 10, 2026; and County Finance and Administration (Garrett Baker, 387-3077 and Ivan Ramirez, 387-4020, Administrative Analysts) on February 5, 2026.

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

**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, SECRETARY

BY   
DATED: March 10, 2026



cc: HR – Gonzalez w/MOU  
File - MOU – SBCFPD & IAFF, Local 935 (Ambulance Operators  
Unit)

MBA 03/12/2026