

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

August 8, 2023

FROM

DIANE RUNDLES, Assistant Executive Officer, Human Resources Department

SUBJECT

Memorandum of Understanding with Teamsters Local 1932 Representing Employees in the Preschool Services Department Non-Supervisory Unit and Preschool Services Department Supervisory Unit

RECOMMENDATION(S)

Approve the proposed Memorandum of Understanding between San Bernardino County and Teamsters Local 1932 representing the employees in the Preschool Services Department Non-Supervisory Unit and Preschool Services Department Supervisory Unit through June 30, 2025.
(Presenter: Diane Rundles, Assistant Executive Officer, 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 Discretionary General Funding (Net County Cost). The total estimated ongoing cost associated with the approval of this Memorandum of Understanding is approximately \$5.6 million in 2023-24, and \$6.5 million in ongoing years. Wage increases are subject to grant approval, as all costs associated with the Preschool Services contract positions are 100% state and federal funded.

BACKGROUND INFORMATION

Representatives of San Bernardino County, under direction of the Board of Supervisors (Board), met and conferred with representatives of Teamsters Local 1932 (Teamsters) to reach a successor labor agreement covering wages, hours, and other terms and conditions of employment for employees in the Preschool Services Department Non-Supervisory Unit and Preschool Services Department Supervisory Unit (Units).

After several months of bargaining, the parties were successful in reaching a tentative agreement for employees in the Units. The proposed Memorandum of Understanding (MOU) includes the following:

- Add a 5.6% across-the-board wage increase effective the pay period following Board approval; a \$2.00 per hour wage increase effective the pay period following Board approval; a 2.5% across-the-board wage increase effective July 13, 2024, subject to the approval of the necessary Federal, State, and local agencies.

**Memorandum of Understanding with Teamsters Local 1932
Representing Employees in the Preschool Services Department Non-
Supervisory Unit and Preschool Services Department Supervisory Unit
August 8, 2023**

- Establish biweekly deductions of 1.5% of employee's wages to be transferred to the Teamsters Local 1932 Medical Retirement Trust via eligible employee's pay warrants effective the pay period following Board approval.
- Increase the Medical Premium Subsidy effective the pay period following Board approval.
- Establish a Dental Premium Subsidy.
- Update the Leave Provisions article in compliance with changes to California law.
- Expand the eligibility for the Bachelor's Degree Differential.
- Expand the eligibility for the Acting Preschool Teacher Differential.
- Make administrative changes to the eligibility for Medical Emergency Leave.
- Make administrative changes to the Compulsory Leave article.
- Make administrative changes to the Expense Reimbursement article.
- Incorporate previously approved Side Letter Agreement recognizing the June 19th holiday.
- Establish a non-formal and formal discipline and administrative appeals process.
- Establish Longevity Pay tiers of 1% of base rate of pay at 10 years of service and 3% of base rate of pay at 15 years of service.

Teamsters has notified the County that the Units have ratified the proposed MOU. The proposed MOU, if approved by the Board, will constitute a successor labor agreement between the County and Teamsters covering wages, hours and other terms and conditions of employment for the Units effective the pay period following Board approval through June 20, 2025.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Supervising Deputy County Counsel, 387-5455) on July 26, 2023; Human Resources (Diane Rundles, Assistant Executive Officer, 387-5570) on July 25, 2023; Finance (Abigail Grant, Administrative Analyst, 387-4603) on July 27, 2023; and County Finance and Administration (Robert Saldana, Deputy Executive Officer, 387-5423) on July 27, 2023.

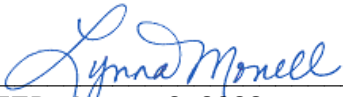
**Memorandum of Understanding with Teamsters Local 1932
Representing Employees in the Preschool Services Department Non-
Supervisory Unit and Preschool Services Department Supervisory Unit
August 8, 2023**

Record of Action of the Board of Supervisors
San Bernardino County

APPROVED (CONSENT CALENDAR)

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

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: August 8, 2023



cc: HR- Gonzalez w/MOU
 File- Memorandum of Understanding (MOU)/Preschool Services
 Dept. w/MOU
LA 08/10/2023