

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

May 19, 2020

**FROM**

**GARY McBRIDE, Chief Executive Officer, County Administrative Office**

**SUBJECT**

Amend Memorandum of Understanding with the Service Employees International Union Local 721, Representing Various Per Diem Healthcare Classifications in the Professional Unit

**RECOMMENDATION(S)**

Approve the proposed Appendix D, to be added to the Memorandum of Understanding with the Service Employees International Union Local 721, representing various per diem healthcare classifications in the Professional Unit.

(Presenter: Bob Windle, County Labor Relations Chief, 387-3101)

**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 Side Letter Agreement (Appendix D) will not result in the use of Discretionary General Funding (Net County Cost). The total estimated ongoing cost associated with Appendix D that establishes terms and conditions of employment for per diem classifications at Arrowhead Regional Medical Center (ARMC) is \$1,400 in 2019-20 (partial year), \$44,700 in 2020-21, \$73,800 in 2021-22, \$102,200 in 2022-23, and \$118,400 in 2023-24. The estimated ongoing cost of the proposed Appendix D will be funded by State Medi-Cal, Federal Medicare, private insurances, and other departmental revenue. Approval of the necessary budget adjustment is not requested at this time, but will be included on a future quarterly countywide budget report presented to the Board for approval, if needed.

**BACKGROUND INFORMATION**

On July 10, 2018 (Item No. 22), the Board approved the establishment of 8 per diem healthcare classifications, the hourly rate for those classifications, and the placement of those classifications into the Professional Unit, represented by SEIU. At that time, the only term and condition of employment for those classifications were the hourly rates. Recently, during negotiations for the successor Memorandum of Understanding (MOU) with SEIU for the Professional Unit, the parties agreed to discuss the terms and conditions of those per diem classifications after an agreement on the successor MOU could be reached. On April 21, 2020 (Item No. 28), the Board approved the successor MOU for the Professional Unit, and shortly thereafter representatives of the County and SEIU met and conferred regarding the terms and conditions of employment for the per diem classifications.

**Amend Memorandum of Understanding with the Service Employees  
International Union Local 721, Representing Various Per Diem  
Healthcare Classifications in the Professional Unit  
May 19, 2020**

After several bargaining sessions, the parties reached agreement on the proposed Appendix D, which would be added to the MOU between SEIU and the County.

The proposed terms and conditions in Appendix D include:

- A 3% across-the-board wage increase effective May 23, 2020; and, subject to certain agreed-upon requirements, a 3% across-the-board wage increase effective March 13, 2021; a 3% across-the-board wage increase effective March 26, 2022; and a 2% across-the-board wage increase effective March 25, 2023.
- Establishment of the following differentials: Clinical Therapist Detention Differential, Inpatient Assignment Differential, and Shift Differentials, which are consistent with differentials regular employees in the Professional Unit receive.
- Establishment of double-time compensation for hours worked on certain holidays, consistent with holiday compensation provided to other per diem classifications.
- Other non-economic items, including such things as a low census provision and eligibility to participate in the closed examination process.

The County was notified by SEIU that the per diem employees ratified the proposed Appendix D. This Appendix, if approved by the Board, will constitute wages, hours, and other terms and conditions of employment for the per diem classifications to be incorporated as Appendix D into the existing MOU with SEIU which expires on July 31, 2024.

**PROCUREMENT**

N/A.

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Cynthia O'Neill, Supervising Deputy County Counsel, 387-5455) on May 7, 2020; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on May 7, 2020; Finance (Jessica Trillo, Administrative Analyst, 387-4222) on May 11, 2020; County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on May 13, 2020.

**Amend Memorandum of Understanding with the Service Employees  
International Union Local 721, Representing Various Per Diem  
Healthcare Classifications in the Professional Unit  
May 19, 2020**

Record of Action of the Board of Supervisors  
County of San Bernardino

**APPROVED (CONSENT CALENDAR)**

Moved: Robert A. Lovingood Seconded: Josie Gonzales  
Ayes: Robert A. Lovingood, Janice Rutherford, Dawn Rowe, Curt Hagman, Josie Gonzales

Lynna Monell, CLERK OF THE BOARD

BY   
DATED: May 19, 2020



cc: File- MOU – SERVICE EMPLOYEES INTERNATIONAL UNION,  
LOCAL 721 w/attach  
la 05/26/2020