

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

August 6, 2019

FROM

GARY McBRIDE, Chief Executive Officer, County Administrative Office

SUBJECT

Memorandum of Understanding with the Sheriff's Employees' Benefit Association representing employees in the Safety Unit through August 9, 2024

RECOMMENDATION(S)

Approve the proposed Memorandum of Understanding between the County of San Bernardino and the Sheriff's Employees' Benefit Association representing the employees in the Safety Unit through August 9, 2024.

(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 item will result in the use of additional Discretionary General Funding (Net County Cost). The total estimated one-time cost of this Memorandum of Understanding (MOU) is anticipated to be \$342,312 in 2019-20, resulting in the use of one-time additional Discretionary General Funding (Net County Cost) of approximately \$175,264. The total estimated ongoing cost is \$14.4 million in 2019-20 (partial year), \$29.2 million in 2020-21, \$41.0 million in 2021-22, \$52.7 million in 2022-23, and \$65.6 million in 2023-24. This will result in the use of additional ongoing Discretionary General Funding (Net County Cost) of approximately \$7.5 million in 2019-20 (partial year), \$15.2 million in 2020-21, \$21.3 million in 2021-22, \$27.4 million in 2022-23 and \$34.2 million in 2023-24. Approval of the necessary budget adjustments for 2019-20 is not requested at this time, but will be included on a future quarterly budget report presented to the Board of Supervisors (Board) for approval. Sufficient appropriation will also be included in subsequent recommended budgets.

BACKGROUND INFORMATION

Representatives of County of San Bernardino, under direction of the Board, met and conferred with representatives of the Sheriff's Employees' Benefit Association (Union) in an attempt to reach a successor labor agreement covering wages, hours, and other terms and conditions of employment for employees in the Safety Unit.

The proposed MOU includes the following:

- Provides a 3% across-the-board wage increase effective August 3, 2019; and, subject to certain agreed-upon requirements, a 3% across-the-board wage increase effective July 18, 2020; a 3% across-the-board wage increase effective July 31, 2021; a 3% across-the-board wage increase effective July 30, 2022; and a 3% across-the-board wage increase effective July 29, 2023.

- Increases the Medical Premium Subsidy for all coverage levels effective Benefit Plan Years 19/20, 20/21, 21/22, 22/23 and 23/24.
- Provides a 1% increase to each Peace Officer Standards and Training (POST) level, effective January 16, 2021, January 29, 2022, January 28, 2023, and January 27, 2024.
- Provides a \$10/week increase to the On-Call Pay, effective August 3, 2019.
- Provides a \$10/month increase to the Long-Term Disability Plan, effective August 3, 2019.
- Provides an increase to the County contribution to the retirement medical trust and a 5% increase to the sick leave cash-out formula, effective August 3, 2019.
- Establishes a Field Incentive Differential for employees who are patrol certified and have been assigned to the field for one year, effective ~~July 18, 2020~~ **August 3, 2019**; and a 20-year Longevity Differential effective March 14, 2020.
- Establishes a new top step for all levels, except the No POST level, and advances all employees one step, effective August 3, 2019.
- Establishes a \$10 Flexible Spending Account match for employees who select the Blue Shield or Kaiser Gold Plan, effective August 3, 2019.
- Establishes that all newly hired employees shall be automatically enrolled in the County's deferred compensation plan with a 1% employee contribution unless the employee declines participation within 30 days.
- Establishes that, contingent upon agreed-to parameters, Safety Unit employees will have the option to select the County-sponsored medical plans or the SEBA-sponsored medical plans, with an anticipated effective date of Benefit Plan Year 20/21.

The proposed MOU will, if approved, constitute a successor labor agreement between the County and the Union covering wages, hours, and other terms and conditions of employment through August 9, 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 July 29, 2019; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on July 29, 2019; Finance (Stephenie Shea, Administrative Analyst, 387-4919) on July 29, 2019; County Finance and Administration (Katrina Turturro, Deputy Executive Officer, 387-5423) on July 29, 2019.