

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

March 29, 2022

FROM

**LEONARD X. HERNANDEZ, Chief Executive Officer, County Administrative Office
DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District**

SUBJECT

Memorandum of Understanding with San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935

RECOMMENDATION(S)

Acting as the governing body of the San Bernardino County Fire Protection District, approve a Memorandum of Understanding, previously approved as a Side Letter Agreement on March 15, 2022, Item No. 58, between San Bernardino County Fire Protection District and San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 effective March 15, 2022.

(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

The San Bernardino County Fire Protection District (SBCFPD) will fund the ongoing costs of the proposed Memorandum of Understanding (MOU) without the need for additional Discretionary General Funding (Net County Costs). The financial impact of this item was presented and approved by the Board of Directors (Board) on March 15, 2022 (Item No. 58).

BACKGROUND INFORMATION

On March 15, 2022 (Item No. 58), the Board approved a side letter with San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 (Local 935). The reference to a side letter was a clerical error and the recommendation should have indicated the approval of an MOU with Local 935. The recommended action will correct the reference to the item as a side letter, and retroactively approve the MOU effective March 15, 2022.

Local 935 requested to meet with Human Resources, Labor Relations to address issues related to recruiting and retaining Firefighter Paramedics. The Human Resources, Labor Relations Division commenced discussions with Local 935 on November 30, 2021. All parties agreed to open labor discussions that increased the scope of discussions beyond recruiting and retention issues for Firefighter Paramedics. As part of the negotiations, the County proposed a one-year extension to Local 935's MOU, which expires at midnight on January 26, 2024. The parties

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reached agreement that the term of the MOU will be extended by one year and will expire at 12:00 a.m. (midnight) of January 24, 2025.

The proposed agreement includes the following items as part of an MOU extension:

- 1% across-the-board increase effective July 30, 2022, and a 3% across-the-board increase effective February 25, 2023.
- New pay stipend for Emergency Medical Technician (EMT) Certification.
- Increase to the Paramedic Pay Stipend.
- Equity adjustment to the salary range of Captain.
- Additional Holiday leave accrual for June 19th (Juneteenth).
- COVID-19 Premium Pay Bonus to all classifications.
- Extension to the timeframe for submission of the COVID-19 Vaccine Incentive Program.

Local 935 has notified the County that the Firefighters and Fire Suppression Aide Unit has ratified the MOU. Therefore, the proposed action, if approved by the Board of Directors, will extend the term and conditions of employment through January 24, 2025. If approved, the MOU will be effective retroactive to March 15, 2022.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on March 21, 2022; Human Resources (Leonardo Gonzalez, Human Resources Deputy Director/Labor Chief, 387-5568) on March 4, 2022; Finance (Tom Forster, Administrative Analyst, 387-4635) on March 21, 2022; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on March 21, 2022.

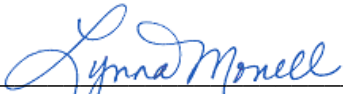
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Record of Action of the Board of Directors
San Bernardino County Fire Protection District

APPROVED (CONSENT CALENDAR)

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

Lynna Monell, SECRETARY

BY 
DATED: March 29, 2022



cc: File - SDD/Employee/MOU - IAFF, Local 935, AFL-CIO, CLC
CCM 04/7/2022