

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

August 5, 2025

FROM

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

SUBJECT

Side Letter Agreement 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 Side Letter Agreement with San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935, to update the Promotions article of the current Memorandum of Understanding, effective August 9, 2025.
(Presenter: Leonardo Gonzalez, 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

This item does not impact Discretionary General Funding (Net County Cost). There are no anticipated additional costs associated with the proposed Side Letter Agreement (Agreement).

BACKGROUND INFORMATION

On January 28, 2025 (Item No. 65), the Board of Supervisors approved a successor Memorandum of Understanding (MOU) between the San Bernardino County Fire Protection District (SBCFPD) and San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 (Local 935) for employees in the Firefighter Unit and Fire Suppression Aides Unit. San Bernardino County, on behalf of SBCFPD, engaged in the meet and confer process with Local 935 to add additional language to the Promotions article in the MOU to clarify the intent of the current language and ensure equitable salary adjustments due to promotions. The proposed Agreement adds clarifying language to the Special Provisions section (current language) to ensure the intended application of promotional rate for Firefighter Emergency Medical Technician (EMT) or Firefighter Paramedic Trainee promoting to Firefighter Paramedic. The Agreement also clarifies the intended application for Engineer EMT promoting to Engineer Paramedic.

If approved, the Agreement will become effective August 9, 2025

**Side Letter Agreement with San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935
August 5, 2025**

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Jamie Ryan, Principal Assistant County Counsel, 387-3088) on July 25, 2025; Human Resources (Leonardo Gonzalez, Director, 387-5570) on July 25, 2025; and County Finance and Administration (Carl Lofton, Administrative Analyst, 387-5404, and Abigail Grant, Principal Administrative Analyst, 387-4603) on July 25, 2025.

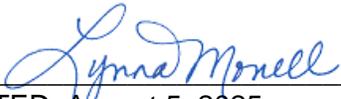
Side Letter Agreement with San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 August 5, 2025

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: August 5, 2025



cc: File - SDD/Employee/MOU – IAFF, LOCAL 935, AFL-CIO, CLC
w/side letter
MBA 08/18/2025