

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

**March 14, 2023**

**FROM**

**DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District  
DIANE RUNDLES, Assistant Executive Officer, Human Resources**

**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 between San Bernardino County Fire Protection District and San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 to update the Salary Rates and Step Advancement article of the Memorandum of Understanding.

(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**

The proposed Side Letter Agreement (Agreement) will not result in the use of Discretionary General Funding (Net County Cost). There are no anticipated additional costs associated with the Agreement.

**BACKGROUND INFORMATION**

San Bernardino County engaged in the meet and confer process with San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 to establish eligibility for step advancement after 13 pay periods for employees in the units. The Firefighter Unit, which is comprised of employees in the classifications of Firefighter EMT, Firefighter Paramedic Trainee, Firefighter Paramedic, Engineer and Captain, currently must complete 1,456 service hours in order to be eligible for a step advancement. The Fire Suppression Aides have to complete 1,040 service hours in order to be eligible for a step advancement. The proposed Agreement will eliminate the hourly requirement and replace it with a requirement that the employees in the units must be in paid status for 13 pay periods. This will allow the administrative process of granting step advancements to employees to become more efficient and precise than the current system's calculation for advancement. If approved, the Agreement will become effective March 25, 2023.

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**PROCUREMENT**

Not applicable.

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on February 21, 2023; Human Resources (Diane Rundles, Assistant Executive Officer, 387-5570, and Leonardo Gonzalez, County Labor Relations Chief, 387-5568) on February 15, 2023; Finance (Tom Forster, Administrative Analyst, 387-4635) on February 21, 2023; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on February 22, 2023.

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Firefighters, International Association of Fire Fighters, Local 935  
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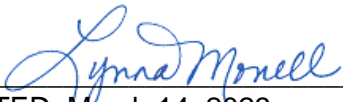
Record of Action of the Board of Directors  
San Bernardino County Fire Protection District

**APPROVED (CONSENT CALENDAR)**

Moved: Joe Baca, Jr. Seconded: Curt Hagman

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

Lynna Monell, SECRETARY

BY   
DATED: March 14, 2023



cc: File - SDD/Employee/MOU - IAFF, Local 935, AFL-CIO, CLC  
w/side letter

CCM 03/20/2023