

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

**August 5, 2025**

**FROM**

**LEONARDO GONZALEZ, Director, Human Resources Department**

**SUBJECT**

Side Letter Agreements with Teamsters Local 1932

**RECOMMENDATION(S)**

1. Approve a Side Letter Agreement between San Bernardino County and Teamsters Local 1932 amending the Annual Leave and Attorney Leave article of the Memorandum of Understanding for the Supervisory Unit.
2. Approve a Side Letter Agreement between San Bernardino County and Teamsters Local 1932 amending the Longevity Pay section of the Differentials article of the Memorandum of Understanding for the Nurse Supervisory & Management Unit.
3. Approve a Side Letter Agreement between San Bernardino County and Teamsters Local 1932 amending the Differentials article of the Memorandum of Understanding to create a new differential for Homeless Encampment Cleanup.
4. Approve a Side Letter Agreement between San Bernardino County and Teamsters Local 1932 amending the Return-to-Work Compensation article of the Memorandum of Understanding.
5. Approve a Side Letter Agreement between San Bernardino County and Teamsters Local 1932 amending a March 11, 2025 Side Letter Agreement to the Memorandum of Understanding.

(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**

Approval of this item will not result in the use of additional Discretionary General Funding (Net County Cost). The total estimated ongoing cost associated with the approval of this item is approximately \$31,000 in 2025-26, 2026-27 and 2027-28 for the Homeless Encampment Cleanup Differential and will be funded through the Department of Public Works – Flood Control District. Approval of budget adjustments for 2025-26 are not being requested at this time but may be included in a future budget report presented to the Board of Supervisors (Board), if needed. Sufficient appropriation will be included in future recommended budgets.

**BACKGROUND INFORMATION**

On September 12, 2023 (Item No. 25) the Board approved a Memorandum of Understanding (MOU) with Teamsters Local 1932 (Teamsters) representing employees in the Administrative

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Services Unit; Clerical Unit; Craft, Labor & Trades Unit; Management Unit; Nurses Supervisory and Management Unit; Supervisory Unit; and Technical and Inspection Unit (Units). San Bernardino County (County) engaged in the meet and confer process with Teamsters to amend certain articles of the current MOU.

The proposed Side Letter Agreement amending the Annual Leave and Attorney Leave article would increase the maximum unused balance of Attorney Leave from 240 hours to 480 hours. This amendment would allow for an equitable transition for attorneys represented by the San Bernardino County Public Attorneys Association (Attorney Unit MOU) when promoting to a Teamsters represented position as the maximum unused balance of Attorney Leave in the Attorney Unit MOU is 480 hours.

The proposed Side Letter Agreement amending the Longevity Pay section of the Differentials article would clarify eligibility for Longevity Pay for employees in the Nurse Supervisory & Management Unit. This item memorializes past practice requiring eligibility for longevity steps to be based only on service hours worked as a licensed registered nurse with the County.

The proposed Side Letter Agreement amending the Differentials article will create a new section to establish a Homeless Encampment Cleanup Differential. This differential would be paid to Public Works Department employees in eligible classifications that are regularly assigned to clean up homeless encampments. The differential shall be one dollar and twenty-five cents (\$1.25) per hour above their base hourly rate for all paid hours and shall sunset with the term of the MOU on February 28, 2027.

The proposed Side Letter Agreement amending the Return-to-Work Compensation article would clarify current practice on how the Arrowhead Regional Medical Center (ARMC) Angiographic Technologist classification is compensated when assigned to ARMC Critical On-call on a County designated holiday.

On March 11, 2025 (Item No. 24) the Board approved a Side Letter Agreement with Teamsters representing employees in the Management Unit; Nurses Supervisory and Management Unit; and Supervisory Unit, that provided equity increases for 36 classifications. The proposed Side Letter Agreement would clarify that the Behavioral Health Physician IV classification is not eligible for any additional equity increases on November 29, 2025 or November 28, 2028 that were included in error in the March 11, 2025 Side Letter Agreement.

The Agreements, if approved, will become effective August 9, 2025.

**PROCUREMENT**

N/A

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Jamie Ryan, Principal Assistant County Counsel, 387-5455) on July 25, 2025; Human Resources (Leonardo Gonzalez, Director, 387-5570) on July 25, 2025; and County Finance and Administration (Abigail Grant, Principal Administrative Analyst, 387-4603) on July 25, 2025.

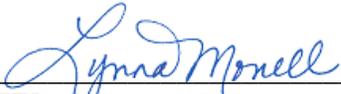
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August 5, 2025**

Record of Action of the Board of Supervisors  
San Bernardino County

**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, CLERK OF THE BOARD

BY   
DATED: August 5, 2025



cc: File - MOU/ Teamsters Local 1932 w/ Side Letter  
MBA 08/7/2025