

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

May 24, 2022

FROM

LEONARD X. HERNANDEZ, Chief Executive Officer, County Administrative Office

SUBJECT

Memorandum of Understanding with San Bernardino County Probation Officers Association

RECOMMENDATION(S)

Approve Memorandum of Understanding between San Bernardino County and San Bernardino County Probation Officers Association representing employees in the Probation Unit for the period of August 1, 2022 through July 31, 2027.

(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.

Provide for the Safety, Health and Social Service Needs of County Residents.

FINANCIAL IMPACT

Approval of this Memorandum of Understanding will result in increased ongoing costs estimated to be \$3.6 million in 2022-23, \$6.4 million in 2023-24, \$8.6 million in 2024-25, \$10.8 million in 2025-26, \$12.4 million in 2026-27 and \$12.1 million ongoing. These costs will result in use of Discretionary General Funding (Net County Cost) of approximately \$2.5 million in 2022-23, \$4.5 million in 2023-24, \$6 million in 2024-25, \$7.5 million in 2025-26, \$8.7 million in 2026-27 and \$8.4 ongoing. Approval of the necessary budget adjustments is not requested at this time but may be included in a future quarterly budget report presented to the Board of Supervisors for approval, if necessary. Sufficient appropriation will be included in future recommended budgets.

BACKGROUND INFORMATION

The San Bernardino County Probation Officers Association (SBCPOA) and Human Resources, Labor Relations Division commenced negotiations for a successor Memorandum of Understanding (MOU). The previous labor agreement was set to expire July 31, 2022. As part of negotiations, the parties reached agreement covering wages, hours and other terms and conditions of employment through July 31, 2027.

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

- 4% across-the-board increase effective July 30, 2022; 3% across-the-board increase effective February 25, 2023; 3% across-the-board increase effective February 24, 2024; 3% across-the-board increase effective February 22, 2025; 3% across-the-board increase effective February 21, 2026.

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- 2.5% new top step for Probation Officer II/III ranges effective February 25, 2023.
- Additional 40 hours of Compensation Time accrual.
- Establish a Tuition Loan Repayment Program.
- Establish a Remote Location Bonus.
- Establish a 2% Longevity Pay at 15 years of service.
- Establish a \$10 County Flexible Spending Account match for employees enrolled in a Gold Plan.
- Establish unit's eligibility for the Modified Benefit Option
- Administrative changes to the eligibility for Medical, Dental, Vision and Medical Emergency Leave.
- Reduce the years of service requirement to be eligible for the County Deferred Compensation match.
- Increase certain amounts of sick leave that transfers to the Retirement Medical Trust by 5%.
- Increases to Medical Premium Subsidy for all coverage levels effective Benefit Plan Years 2022-23, 2023-24, 2024-25, and 2025-26.
- Additional Holiday leave accrual for June 19th (Juneteenth).
- COVID-19 Premium Pay Bonus.

The San Bernardino County Probation Officers Association has notified the County that the SBCPOA has ratified the MOU. Therefore, the proposed action, if approved by the Board of Supervisors, will extend the term and conditions of employment through July 31, 2027.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on April 22, 2022; Human Resources (Leonardo Gonzalez, Human Resources Deputy Director/Labor Chief, 387-5568) on April 21, 2022; Finance (Abigail Buecheler, Administrative Analyst, 387-4603) on May 16, 2022; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on May 16, 2022.

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Record of Action of the Board of Supervisors
San Bernardino County

APPROVED (CONSENT CALENDAR)

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

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: May 24, 2022



cc: HR- Gonzalez w/MOU
File- MOU/Probation w/MOU
LA 05/26/2022