

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

June 13, 2023

FROM

DIANE RUNDLES, Assistant Executive Officer, Human Resources Department

SUBJECT

Side Letter Agreement with Sheriff's Employees' Benefit Association

RECOMMENDATION(S)

Approve a Side Letter Agreement between San Bernardino County and the Sheriff's Employees' Benefit Association to establish a Corrections Training Officer wage differential.
(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.
Operate in a Fiscally-Responsible and Business-Like Manner.**

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 Side Letter Agreement (Agreement) is approximately \$62,000 annually. There is sufficient appropriation in the Sheriff/Coroner/Public Administrator Department's 2023-24 recommended budget and will be included in future recommended budgets.

BACKGROUND INFORMATION

The County and the Sheriff's Employees' Benefit Association (SEBA), engaged in the meet and confer process regarding pay parity for Deputy Sheriffs performing corrections training versus field training. In the current Memorandum of Understanding there is a wage differential for Field Training Officers but there is no similar wage differential for corrections training. The process resulted in the proposed Agreement, establishing a Corrections Training Officer (CTO) wage differential of 2.5% above the employee's base rate of pay per pay period when assigned to perform the full duties of a CTO. This Agreement would become effective the pay period after Board of Supervisors approval.

PROCUREMENT

Not applicable.

Side Letter Agreement with Sheriff's Employees' Benefit Association
June 13, 2023

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on May 16, 2023; Human Resources (Diane Rundles, Assistant Executive Officer, 387-5570, and Leonardo Gonzalez, County Labor Relations Chief, 387-5565) on May 15, 2023; Finance (Abigail Grant, Administrative Analyst, 387-4603) on May 19, 2023; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on May 25, 2023.

**Side Letter Agreement with Sheriff's Employees' Benefit Association
June 13, 2023**

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: June 13, 2023



cc: File - MOU/Safety Unit w/ attach
JM 06/14/2023