

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

September 12, 2023

**FROM**

**DIANE RUNDLES, Assistant Executive Officer, Human Resources Department**

**SUBJECT**

Memorandum of Understanding with Teamsters Local 1932

**RECOMMENDATION(S)**

Approve the Memorandum of Understanding between San Bernardino County and Teamsters Local 1932 representing employees in the Administrative Services Unit; Clerical Unit; Craft, Labor & Trades Unit; Management Unit; Nurses Supervisory and Management Unit; Supervisory Unit; and Technical and Inspection Unit, effective September 9, 2023 through February 28, 2027.

(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**

Approval of this item will result in the use of additional Discretionary General Funding (Net County Cost) of approximately \$12 million in 2023-24 (partial year), \$18.7 million in 2024-25, \$30.2 million in 2025-26, \$41.4 million in 2026-27, and \$42 million in ongoing years. The total estimated ongoing cost associated with the approval of this Memorandum of Understanding (MOU) is \$54.4 million in 2023-24 (partial year), \$84.2 million in 2024-25, \$136.2 million in 2025-26, \$189.4 million in 2026-27, and \$206 million in ongoing years. Approval of the necessary budget adjustments for 2023-24 is not requested at this time but will be included on a future quarterly budget report presented to the Board of Supervisors (Board) for approval, if necessary. Sufficient appropriation will also be included in future recommended budgets.

The MOU also includes a Profit-Sharing provision that if conditions are met, may result in the use of additional Discretionary General Funding (Net County Cost) of approximately \$855,000 in 2024-25, \$3.8 million in 2025-26, and \$5.7 million in ongoing years. The total estimated ongoing cost associated with the Profit-Sharing provision is \$3.9 million in 2024-25, \$16.9 million in 2025-26, and \$25.9 million in ongoing years.

**BACKGROUND INFORMATION**

Representatives of San Bernardino County (County), under direction of the Board of Supervisors (Board) met and conferred with representatives of Teamsters Local 1932 (Teamsters) to reach a successor agreement covering wages, hours, and other terms and

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conditions of employment for employees in the Administrative Services Unit; Clerical Unit; Craft, Labor & Trades Unit; Management Unit; Nurses Supervisory and Management Unit; Supervisory Unit; and Technical and Inspection Unit (Units). After several months of bargaining, the parties reached agreement on the MOU, which contains the following terms:

- Provide a 1.5% across-the-board wage increase effective the pay period following Board approval; a 2% across-the-board wage increase effective February 24, 2024; and a 3% across-the-board wage increase effective February 22, 2025, and February 21, 2026.
- Establish a 2.5% new top step for all non-trainee classifications, effective July 25, 2026.
- Allow for a diversion of 0.50% of employee wages to the Teamsters Local 1932 Retiree Component of Teamsters Healthcare Trust effective February 24, 2024, and February 22, 2025.
- Clean up language throughout the entirety of the MOU.
- Expand the eligibility for Bilingual Compensation.
- Incorporate previously approved Side Letter Agreements into the MOU.
- Update leave provisions in compliance with changes to California law.
- Increase the Medical Premium Subsidy for all coverage levels effective the pay period following Board approval, July 13, 2024, July 12, 2025, and July 11, 2026.
- Provide targeted equity increases to certain classifications that have demonstrated recruitment and/or retention issues and establish new salary ranges for classifications.
- Provide increases and/or expand eligibility for certain differentials and allowances.
- Establish new differentials for employees in certain classifications and/or assignments.
- Increase the Retirement Medical Trust Fund Sick Leave Conversion Formula by 5% at each tier, effective following Board approval.
- Make administrative changes to the Classification, Demotions, Extra-Help/Recurrent Employees, Grievance Procedure, Hours of Work, Labor Management Task Force, Meal and Break Periods, Medical, Dental, and Vision Coverage, Merit Advancements, New Employee Orientation, Overtime, Salary Rates and Step Advancements, and Temporary Performance of Higher Level Duties articles.
- Include Paid Time Off and Standard Tour of Duty in the Definitions article.
- Establish a Health and Safety article to address workplace safety.
- Establish a Profit-Sharing initiative that allows for up to a 1% equity if certain conditions are met effective February 22, 2025, and February 21, 2026.
- Provide an additional day of paid Bereavement Leave for all employees and reduce the mileage requirement for the additional day of paid Bereavement Leave.
- Increase Tuition Reimbursement for certain classifications.
- Establish Education Leave for employees in the Nurse Supervisory and Management Unit.
- Provide a one-time lump sum payment to the Teamsters Training Center.
- Provide a one-time lump sum bonus to eligible employees in the Nurse Supervisory and Management Unit.
- Provide a one-time lump sum payment to the Teamsters Local 1932 Health and Welfare Fund effective the pay period following Board approval.
- Establish a new Longevity Pay tier of 1% at 10 years of service and increase current Longevity Pay tier at 15 years of service to 3%.

Teamsters has notified the County that the Units have ratified the MOU. The MOU, if approved, will extend the terms and conditions of employment for the Units effective September 9, 2023 through February 28, 2027.

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**PROCUREMENT**

N/A

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on August 31, 2023; Human Resources (Diane Rundles, Assistant Executive Officer, 387-5570) on August 29, 2023; Finance (Abigail Grant, Administrative Analyst, 387-4603) on August 31, 2023; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on September 1, 2023.

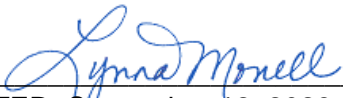
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Record of Action of the Board of Supervisors  
San Bernardino County

**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: September 12, 2023



cc: HR - Gonzalez w/MOU  
File - MOU/Teamsters Local 1932 w/attach  
CCM 09/25/2023