

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

April 23, 2024

**FROM**

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

**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, effective April 20, 2024, between San Bernardino County Fire Protection District and San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 to update the Promotions article of the current Memorandum of Understanding.

(Presenter: Leonardo Gonzalez, County Labor Relations Chief, 387-5565)

**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, on behalf of the San Bernardino County Fire Protection District, engaged in the meet and confer process with San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 to add additional language to the Promotions article of the current Memorandum of Understanding to clarify the current language's intent and ensure equitable salary adjustments due to promotions. The proposed Agreement adds clarifying language to the Special Provision 1 (current language) to ensure the intended application is of a different promotional rate for Firefighter EMT promoting to Engineer. The Agreement also adds Special Provision 2 (new language) that applies a step-to-step promotional rate for Firefighter EMT and Firefighter Paramedic Trainee promoting to Firefighter Paramedic. If approved, the Agreement will become effective April 20, 2024.

**PROCUREMENT**

Not applicable.

**Side Letter Agreement with San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935  
April 23, 2024**

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on March 27, 2024; County Administrative Office (Victor Tordesillas, Deputy Executive Officer, 387-5570) on April 3, 2024; Finance (Ivan Ramirez, Administrative Analyst, 387-4020) on April 1, 2024; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on April 1, 2024.

**Side Letter Agreement with San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935  
April 23, 2024**

Record of Action of the Board of Directors  
San Bernardino County Fire Protection District

**APPROVED (CONSENT CALENDAR)**

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

Lynna Monell, SECRETARY

BY   
DATED: April 23, 2024



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

JLL     04/23/2024