

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

January 28, 2025

**FROM**

**LEONARDO GONZALEZ, County Labor Relations Chief, Human Resources**

**SUBJECT**

Side Letter Agreements with Teamsters, Local 1932

**RECOMMENDATION(S)**

Approve Side Letter Agreements between San Bernardino County and Teamsters, Local 1932, for an extension of the In-House Registry Pilot Program, effective January 10, 2025, through February 28, 2027.

(Presenter: Leonardo Gonzalez, County Labor Relations Chief, 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 the Side Letter Agreements (Agreements) will not result in the use of Discretionary General Funding (Net County Cost).

The In-House Registry Pilot Program (Program) will continue to provide a financial incentive of double time pay to County employees assigned to Arrowhead Regional Medical Center (ARMC) and Sheriff/Coroner/Public Administrator (Sheriff) to sign up and work additional shifts above the employee's standard tour of duty. The rate(s) proposed by the Agreements can have multiple fiscal impacts.

Some overtime hours that are regularly performed by County employees will qualify for the Program and therefore be paid at a higher rate, thereby increasing costs above the current obligations. However, these increases will be offset by the reduction of the County's use of temporary employees employed by an outside temporary staffing agency (Temporary Employees).

The overall reduction of the use of Temporary Employees will realize a reduction in costs as County employees are incentivized to work additional shifts, thereby reducing reliance upon Temporary Employees. The savings vary based on the skill level and seniority of the employees being deployed.

It is the goal of the County, ARMC and the Sheriff to utilize the Program so that it is cost neutral to the County, while providing additional pay for the County employees.

**BACKGROUND INFORMATION**

On June 28, 2022 (Item No. 52) and on March 14, 2023 (Item No. 18), the Board of Supervisors (Board) approved Side Letter Agreements with Teamsters, Local 1932 (Teamsters), representing the Nurse Supervisory and Management Unit, ancillary staff, and support staff at ARMC and the Sheriff for the implementation of the Program.

On January 24, 2023 (Item No. 30), January 23, 2024 (Item No. 27), and February 27, 2024 (Item No. 25), the Board approved extensions of the Program. The Program has proved to be successful in decreasing staffing shortages, attracting eligible employees to fill shifts, and decreasing the use of Temporary Employees.

The Program was set to sunset on January 10, 2025; however, the County would like to extend the Program due to the ongoing nursing labor shortage. ARMC and the Sheriff have continued to experience an increased demand to fill shifts. The County engaged in the meet and confer process with Teamsters regarding the extension of the Program, which resulted in the proposed Agreements.

The proposed Agreements would allow for an extension of the Program and will continue to provide a financial incentive of double time rates (i.e., two times the employee's base hourly rate), to eligible County employees at ARMC and the Sheriff. Employees will be able to sign up and work additional shifts beyond their standard tour of duty. The proposed Agreements, if approved, would allow an extension of the Program through February 28, 2027.

**PROCUREMENT**

Not applicable.

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Cynthia O'Neill, Chief Assistant County Counsel, 387-5455) on January 15, 2025; Human Resources (Diane Rundles, Assistant Executive Officer, 387-5570) on January 16, 2025; Finance (Garrett Baker, Administrative Analyst, 387-3077) on January 16, 2025; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on January 16, 2025.

**Side Letter Agreements with Teamsters, Local 1932  
January 28, 2025**

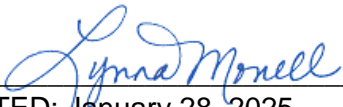
Record of Action of the Board of Supervisors  
San Bernardino County

**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, CLERK OF THE BOARD

BY   
DATED: January 28, 2025



cc: File - MOU/ Teamsters Local 1932 w/ Side Letter  
MBA 02/3/2025