

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

August 19, 2025

FROM

LEONARDO GONZALEZ, Director, Human Resources Department

SUBJECT

Side Letter Agreement with Employee Organizations

RECOMMENDATION(S)

1. Approve a Side Letter Agreement 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, amending the Differentials, Leave Provisions, and Tuition Reimbursement and Membership Dues articles of the Memorandum of Understanding, effective August 23, 2025.
2. Approve a Side Letter Agreement between San Bernardino County and the Service Employees International Union Local 721 representing employees in the Professional Unit, amending the Differentials, Leave Provisions, and Tuition Reimbursement and Membership Dues articles of the Memorandum of Understanding, effective August 23, 2025.

(Presenter: Leonardo Gonzalez, Director, 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

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 item is approximately \$810,581 in 2025-26 and \$1,003,576 in ongoing years and will be funded through the Department of Behavioral Health's budget. Approval of budget adjustments for 2025-26 is not being requested at this time but will be included in a future budget report presented to the Board of Supervisors (Board), if needed. Sufficient appropriation will be included in future recommended budgets.

BACKGROUND INFORMATION

On September 12, 2023 (Item No. 25), the Board approved a Memorandum of Understanding (MOU) with Teamsters Local 1932 (Teamsters) 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 (Units). On September 10, 2024 (Item No. 29) the Board approved an MOU with the Service Employees International Union Local 721 (SEIU) representing employees in the Professional Unit. San

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Bernardino County engaged in the meet and confer process with Teamsters and SEIU to amend certain articles of their respective MOUs.

The proposed Side Letter Agreements (Agreements) amend the Differentials article of the MOUs by expanding the eligibility for a Board Certified Psychiatrist Differential to include Behavioral Health Physicians I, II, III, IV, and Child Psychiatrists who are certified by the American Board of Preventive Medicine (medical board certification for addiction medicine.) The proposed Agreements also amend the Leave Provisions article of the MOUs to establish a new section for Education and Training Leave. The new section would establish a 40 hour leave bank for Behavioral Health Physicians I, II, III, IV, and Child Psychiatrists for continued medical education and training. The proposed Agreements also amend the Tuition Reimbursement and Membership Dues article of the MOUs to establish a new section for Tuition Reimbursement and Membership Dues. The new section would establish an individual departmental fund in the amount of \$3,000 per fiscal year for each employee in a regular Behavioral Health Physician I, II, III, IV, and Child Psychiatrist position to be reimbursed for tuition costs incurred for job-related education or career development or for the payment of membership dues in professional organizations.

The Agreements, if approved, will become effective August 23, 2025.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Chief Assistant County Counsel, 387-5455) on August 12, 2025; Human Resources (Leonardo Gonzalez, Director, 387-5570) on August 11, 2025; and County Finance and Administration (Garrett Baker, Administrative Analyst, 387-3077) on August 12, 2025.

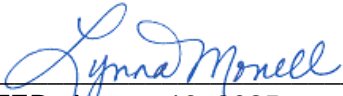
**Side Letter Agreement with Employee Organizations
August 19, 2025**

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: August 19, 2025



cc: File - MOU/ Teamsters Local 1932 w/ Side Letter
File - MOU/Service Employees International Union, Local 721
w/Side Letter
MBA 08/20/2025