

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

September 10, 2024

FROM

LEONARDO GONZALEZ, Director, Human Resources Department

SUBJECT

Memorandum of Understanding with the Service Employees International Union Local 721

RECOMMENDATION(S)

Approve the Memorandum of Understanding between San Bernardino County and the Service Employees International Union Local 721 representing employees in the Professional Unit, effective September 21, 2024 through August 31, 2028.
(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 result in the use of additional Discretionary General Funding (Net County Cost) of approximately \$750,000 in 2024-25, \$1,700,000 in 2025-26, \$2,300,000 in 2026-27, \$2,900,000 in 2027-28, and \$3,000,000 in ongoing years. The total estimated ongoing cost associated with the approval of this Memorandum of Understanding (MOU) is \$10,300,000 in 2024-25, \$22,900,000 in 2025-26, \$31,400,000 in 2026-27, \$40,300,000 in 2027-28, and \$41,700,000 in ongoing years. Additionally, this MOU establishes new Children and Family Services Caseload Benchmarks, which may result in the need for additional staffing as part of the 2024-25 Mid-Year Report. The additional staffing expenses are anticipated to be offset with overtime savings but may result in a request for additional Discretionary General Funding, if full savings do not materialize. Approval of the necessary budget adjustments for 2024-25 is not being requested at this time but will be included in a future quarterly budget report presented to the Board of Supervisors (Board) for recommended approval. Sufficient appropriation will also be included in future recommended budgets.

This item includes a one-time cost of approximately \$1,300,000 for the one-time bonus payment for eligible employees in the bargaining unit.

BACKGROUND INFORMATION

Representatives of San Bernardino County, under direction of the Board, met and conferred with representatives of the Service Employees International Union Local 721 (Union) to negotiate a successor labor agreement covering wages, hours, and other terms and conditions of employment for employees in the Professional Unit (Unit). After several months of bargaining, the parties reached agreement on the proposed MOU.

The proposed MOU includes the following:

- Provide a 3% across-the-board wage increase effective the pay period following Board approval, August 9, 2025, August 8, 2026, and August 7, 2027.
- Increase the Medical Premium Subsidy for all coverage levels effective the pay period following Board approval, July 12, 2025, July 11, 2026, and July 10, 2027.
- Establish County paid vision coverage for eligible dependents.
- Provide targeted equity increases to certain classifications that have demonstrated recruitment and/or retention issues effective the pay period following Board approval and on August 9, 2025.
- Establish a 2.5% new top step for all classifications effective February 22, 2025, February 21, 2026, and September 18, 2027.
- Eliminate steps 1, 2, and 3 for all ranges effective February 22, 2025.
- Adjust ranges S3 and S4 to ensure all steps are approximately 2.5% apart, effective the pay period following Board approval.
- Establish a one-time \$1,000 Lump Sum Bonus for all employees in the bargaining unit as of July 26, 2024.
- Increase the County matching contribution to the deferred compensation plan from 0.5% to 1%, effective the pay period following Board approval.
- Update leave provisions in compliance with changes to California law.
- Reduce the mileage requirement from 1,000 to 750 miles to qualify for the additional day of paid Bereavement Leave, not charged to the employee's personal leave balances.
- Provide increases and/or expand eligibility for certain differentials.
- Establish new differentials for employees in certain classifications and/or assignments.
- Increase the maximum allowed unused balance for Vacation leave to 340 hours.
- Restructure the Retirement Medical Trust Fund Sick Leave Conversion Formula to three tiers, effective the pay period following Board approval.
- Make administrative changes to articles throughout the MOU.
- Increase Life Insurance to \$50,000 for full-time employees and \$25,000 for part-time employees.
- Increase In-Service Relocation Assistance to \$600.
- Increase Tuition Reimbursement to \$800 per fiscal year and increase the maximum amount to \$900 per fiscal year for employees completing continuing education.
- 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%.
- Increase Union Leave to 320 hours per calendar year.
- Establish a Children and Family Services Caseload Benchmarks article.
- Establish a Clinical Ladder program for Respiratory Care Practitioners 3 in the bargaining unit.
- Administrative changes to the Promotions article.
- Incorporate previously approved Side Letter Agreements into the MOU by mutual agreement.
- Clean up language throughout the entirety of the MOU.

The Union has notified the County that the Unit ratified the proposed MOU. If approved, the MOU will constitute a successor labor agreement between the County and the Union covering wages, hours, and other terms and conditions of employment for the Unit through August 31, 2028.

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 19, 2024; Human Resources (Leonardo Gonzalez, ~~Human Resources~~ Director, 387-5565) on August 15, 2024; County Administrative Office (Diane Rundles, Assistant Executive Officer, 387-5570) on August 16, 2024; Finance (Abigail Grant, Administrative

Analyst, 387-4603) on August 26, 2024; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on August 27, 2024.