

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

March 11, 2025

FROM

NORA VERCELES, County Labor Relations Chief, Human Resources Department

SUBJECT

Side Letter Agreement with Teamsters Local 1932

RECOMMENDATION(S)

Approve a Side Letter Agreement between San Bernardino County and Teamsters, Local 1932, representing employees in the Management Unit; Nurses Supervisory and Management Unit; and Supervisory Unit, providing equity increases for 36 classifications effective March 8, 2025. (Presenter: Nora Verceles, 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

Approval of this item will result in the use of additional Discretionary General Funding (Net County Cost) of approximately \$160,100 in 2024-25, \$630,600 in 2025-26, \$661,700 in 2026-27, and \$661,900 in ongoing years. The total estimated cost associated with the approval of this Side Letter Agreement (Agreement) is approximately \$1.1 million in 2024-25, \$4.5 million in 2025-26, \$4.8 million in 2026-27, and \$4.8 million in ongoing years. Approval of the necessary budget adjustments for 2024-25 is not requested at this time but will be included in a future budget report presented to the Board of Supervisors (Board) for approval, if necessary. Sufficient appropriation will also be included in future recommended budgets.

BACKGROUND INFORMATION

On September 10, 2024 (Item No. 29), the Board approved a Memorandum of Understanding (MOU) with the Service Employees International Union, Local 721 (SEIU), representing employees in the Professional Unit and on December 3, 2024 (Item No. 26), the Board approved an MOU with the California Nurses Association (CNA) representing employees in the Nurses Unit and Per Diem Nurses Unit. As a result of the updated terms of the two MOUs, salary compaction was created between classifications represented by SEIU and CNA and classifications represented by Teamsters, Local 1932 (Teamsters) in the Management Unit, Nurses Supervisory and Management Unit, and Supervisory Unit (Units).

Representatives of the County met and conferred with Teamsters over the compaction issues resulting in the proposed Agreement. The proposed Agreement includes equity increases for 36

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classifications impacting approximately 350 positions in the Units throughout the term of the current MOU. If approved, the Agreement will become effective March 8, 2025.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Chief Assistant County Counsel, 387-5455) on February 26, 2025; Human Resources (Leonardo Gonzalez, Director, 387-5570) on February 25, 2025; Finance (Garrett Baker, Administrative Analyst, 387-3077) on February 26, 2025; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on February 28, 2025.

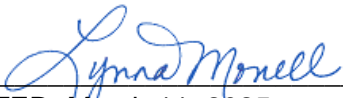
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Record of Action of the Board of Supervisors
San Bernardino County

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: March 11, 2025



cc: File - MOU/Teamsters Local 1932 w/side letter
CCM 03/13/2025