

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

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF THE BOARD GOVERNED COUNTY SERVICE AREAS
AND RECORD OF ACTION**

**REPORT/RECOMMENDATION TO THE BOARD OF DIRECTORS
OF THE BIG BEAR VALLEY RECREATION AND PARK DISTRICT
AND RECORD OF ACTION**

**REPORT/RECOMMENDATION TO THE BOARD OF DIRECTORS
OF THE BLOOMINGTON RECREATION AND PARK DISTRICT
AND RECORD OF ACTION**

July 28, 2020

FROM

**GARY McBRIDE, Chief Executive Officer, County Administrative Office
DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District
LUTHER SNOKE, Interim Director, Special Districts Department**

SUBJECT

Non-Represented Employee Compensation Plan

RECOMMENDATION(S)

1. Acting as the governing body of the Board Governed County Service Areas, amend the Non-Represented Employee Compensation Plan, as on file with the Clerk of the Board, effective pay period nineteen (19) 2020.
2. Acting as the governing body of the San Bernardino County Fire Protection District, amend the Non-Represented Employee Compensation Plan, as on file with the Clerk of the Board, effective pay period nineteen (19) 2020.
3. Acting as the governing body of the Big Bear Valley Recreation and Park District, amend the Non-Represented Employee Compensation Plan, as on file with the Clerk of the Board, effective pay period nineteen (19) 2020.
4. Acting as the governing body of the Bloomington Recreation and Park District, amend the Non-Represented Employee Compensation Plan, as on file with the Clerk of the Board, effective pay period nineteen (19) 2020.

(Presenter: Bob Windle, County Labor Relations Chief, 387-3101)

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.

Non-Represented Employee Compensation Plan
July 28, 2020

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). Rather than now proceeding with the July 2020 3% across-the-board salary increase for non-represented employees in the San Bernardino County Fire Protection District (SBCFPD) and San Bernardino County Special Districts Department (Districts), a one-time lump sum payment equivalent to 3% of each employee's annual salary covering the period from July 18, 2020 through September 25, 2020 would produce an overall cost savings of approximately \$3,000. This savings is due to a reduction in retirement costs because the one-time lump sum payment is not considered as earnable compensation for Tier 2 employees.

BACKGROUND INFORMATION

The Non-Represented Employee Compensation Plan (Plan) sets the terms, compensation, and other working conditions for non-represented employees in the San Bernardino County Fire Protection District and County Special Districts Department (District).

The County's economic forecast has deteriorated significantly in the wake of COVID-19. Currently, the County has projected a \$75.4 million deficit in the coming Fiscal Year 2020-21 budget and a \$104.8 million deficit in the 5-year forecast. As a result, the County needs to take immediate action to preserve its financial footing.

On June 23, 2020 (Item No. 120) the Board approved the addition of language to the Plan that, among other things, gave the County's Chief Executive Officer (CEO) discretion to grant the Group's July 2020 3% across-the-board salary increase based on the availability of financial resources. Given the County's economic circumstances, the CEO has made the determination to exercise that discretion and not grant that across the board increase. In an effort to mitigate the loss to employees of the anticipated increase it is proposed that the County provide a one-time lump sum payment equivalent to 3% of each employee's salary covering the period from July 18, 2020 through September 25, 2020. Further, it is proposed that language be added that would give the Chief Executive Officer discretion to restore, in full or in part, said across the board increase. This approach gives the County the ability to ease the ongoing financial constraints and provide additional time to acquire data on the depth and anticipated duration of the economic impacts of this truly unprecedented event.

The County Administrative Office – Labor Relations Unit has had discussions with the County's labor unions regarding the County's budgetary concerns and potential cost saving measures, and the proposed lump sum payment is consistent with the tentative agreement reached with Teamsters Local 1932.

PROCUREMENT

N/A.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Richard Luczak, Deputy County Counsel, 387-5455) on July 20, 2020; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on July 20, 2020; Finance (Tom Forster, Administrative Analyst, 387-4635) on July 21, 2020; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on July 22, 2020.

**Non-Represented Employee Compensation Plan
July 28, 2020**

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

Record of Action of the Board of Supervisors
Board Governed County Service Areas

Record of Action of the Board of Directors
Big Bear Valley Recreation and Park District
Bloomington Recreation and Park District

APPROVED (CONSENT CALENDAR)

Moved: Josie Gonzales Seconded: Robert A. Lovingood
Ayes: Robert A. Lovingood, Janice Rutherford, Dawn Rowe, Curt Hagman, Josie Gonzales

Lynna Monell, CLERK OF THE BOARD/SECRETARY

BY 
DATED: July 28, 2020



cc: File- Administrative Office Employee Compensation Plan
 w/attach
la 08/3/2020