

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

**February 27, 2024**

**FROM**

**DIANE RUNDLES, Assistant Executive Officer, County Administrative Office**

**SUBJECT**

Side Letter Agreements with Sheriff's Employees' Benefit Association

**RECOMMENDATION(S)**

Approve a Side Letter Agreement between San Bernardino County and the Sheriff's Employees' Benefit Association, amending the Annual Leave cash-out provision for employees in the Safety Unit.

(Presenter: Leonardo Gonzalez, 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.**

**FINANCIAL IMPACT**

Approval of this item will not result in the use of additional Discretionary General Funding (Net County Cost). There are no anticipated additional costs associated with the proposed Side Letter Agreement (Agreement), as it clarifies current practice pertaining to administrative and operational practices. As included in the item previously approved by the Board of Supervisors (Board) on December 13, 2022 (Item No. 42), costs related to the Side Letter Agreement will result in an additional use of one-time Discretionary General Funding (i.e. County's Labor Reserve) of approximately \$1,000,000 in 2024-25. Costs for 2022-23 and 2023-24 were included in a previous item approved by the Board on December 7, 2021 (Item No. 23).

**BACKGROUND INFORMATION**

On July 12, 2022 (Item No. 15), the Board approved a successor Memorandum of Understanding (MOU) between San Bernardino County (County) and the Sheriff's Employees' Benefit Association (SEBA), which included an Annual Leave cash-out option that had previously been negotiated. On December 13, 2022 (Item No. 42), the Board approved a Side Letter Agreement with SEBA to increase the Annual Leave cash-out maximum amount. The County met and conferred with SEBA's representatives to clarify the terms of the cash-out, resulting in the proposed Agreement. The Agreement is needed to provide further clarity for future interpretation and indicates that the base rate of pay shall only include Peace Officer Standards and Training (POST) pay when calculating Annual Leave cash-outs.

**PROCUREMENT**

Not applicable.

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February 27, 2024**

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on January 25, 2024; Human Resources (Diane Rundles, Assistant Executive Officer, 387-5570) on December 18, 2023; Finance (Abigail Grant, Administrative Analyst, 387-4603) on January 29, 2024; and County Finance and Administration (Matthew Erickson, Chief Financial Officer, 387-5423) on January 29, 2024.

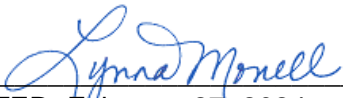
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February 27, 2024**

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: February 27, 2024



cc: File - MOU/Safety Unit w/side letter  
CCM 02/29/2024