

**MEMORANDUM OF UNDERSTANDING  
SAFETY UNIT  
2025 – 2028**



**San Bernardino County  
and  
San Bernardino County  
Sheriff's Employees' Benefit Association**

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## **PREAMBLE**

This Memorandum of Understanding for the Safety Unit contains the complete results of negotiations concerning wages, hours and other terms and conditions of employment for employees in the Safety Unit. The parties hereto have met and conferred in good faith exchanging various proposals in an attempt to reach agreement.

NOW, THEREFORE, San Bernardino County (hereinafter referred to as County) and the San Bernardino County Sheriff's Employees' Benefit Association (hereinafter referred to as SEBA) hereby agree as follows.

## **RECOGNITION**

Pursuant to the provisions of the Employee Relations Code of San Bernardino County and applicable State law, the San Bernardino County Sheriff's Employees' Benefit Association (SEBA) has been certified by the County's Employee Relations Panel as the exclusive recognized employee organization for County employees in the Safety Unit (hereinafter the "Unit") previously found to be appropriate by said Employee Relations Panel. The County hereby recognizes SEBA as the exclusive recognized employee organization for the employees in the employee classifications comprising said Unit as listed in the Appendix B – Salary Schedule hereof, as well as employees in such classes as may be added to this Unit hereafter by the County.

Employees in this Unit shall retain all rights, benefits and protection provided in this Memorandum of Understanding and the Personnel Rules when assigned to court services.

## **ACCESS TO WORK LOCATIONS**

The parties recognize and agree that in order to maintain good employee relations, it is necessary for Field Representatives of SEBA to confer with County employees during working hours.

Therefore, SEBA Field Representatives will be granted access to work locations during regular working hours to investigate and process grievances or appeals or examine working conditions. SEBA Field Representatives shall be granted access with reasonable advance notice to the appointing authority or designated management representative prior to entering a work location and after advising of the general nature of the business. However, the appointing authority or designated management representative may deny access or terminate access to work locations if, in their judgment, it is deemed that the visit would interfere with the efficiency, safety, or security of County operations. The appointing authority shall not unreasonably withhold timely access to work locations. The appointing authority shall ensure that there is at all times someone designated who shall have full authority to approve access. If a request is denied, the appointing authority or designated management representative shall establish a mutually agreeable time and location for access to the employee, and/or facilities.

SEBA Field Representatives granted access to work locations shall limit such visits to a reasonable period of time, taking into consideration the nature of the grievance or appeal or visit.

The appointing authority or designated management representative may mutually establish with the SEBA Field Representatives reasonable limits as to the number of visits authorized with the same

employee on the same issue, and reasonable limits as to the number of employees who may participate in a visit when several employees are affected by a specific issue. The County shall not unduly interfere with SEBA's access right to work locations.

### **ASSIGNMENT TO HIGHER POSITION**

Employees directed to continuously perform duties in a vacant higher level position for which funds have been appropriated shall be entitled to compensation on the higher level for the time actually worked in excess of sixty (60) work days in a one hundred twenty (120) work day corridor, unless specifically waived by the employee; provided, however:

- (a) The appointing authority certifies to the County Executive Officer in writing at the time of appointment that the employee is assigned and held responsible to fully perform all of the duties normally associated with the higher-level classification without limitation as to difficulty or complexity of assignments or consequence of action and that the employee shall be required to meet standards for satisfactory performance normally required at the higher-level classification.
- (b) A written request of compensation at the higher-level classification is directed to the County Executive Officer through the Human Resources Department for approval. It shall be the responsibility of the appointing authority to initiate such requests and whenever possible to anticipate need for reassignment to a higher-level classification. Written requests may also be made by the employee or the exclusive recognized employee organization in the same manner. A copy of the written request for compensation at the higher-level classification and the certification of the assignment of duties shall be provided to the employee. The employee shall be advised of the date compensation at the higher level is to be effective.

No employee shall be required to accept assignments to continuously perform the duties of a vacant higher-level position for which funds have been appropriated unless directed in writing by the appointing authority or supervisor with the delegated authority.

Employees may be temporarily assigned higher or lower duties without a change in pay and such action not be deemed as a basis for transfer, demotion, promotion, or reclassification. In all cases where periodic or regular variations in assignments occur because of seasonal needs or because of the nature of the duties or the work schedule, such variations shall be considered as incidental to the position.

Appointments to regular positions from an appropriate eligible list of a lower classification as a Trainee are exempt from provisions of this Article and are governed by the provisions of the Personnel Rule on Appointments.

Approval of compensation at the higher-level classification shall not circumvent the principle of the competitive process for appointments to positions in the classified service. Approval of the higher salary may not be retroactive unless approved by the Director of Human Resources and unless a request for compensation at the higher-level classification is made within twenty (20) work days following the sixty (60) working day period. In no event shall additional compensation be paid for the first sixty (60) days worked. Requests approved for compensation at the higher-level classification shall be governed by the Personnel Rule on Provisional Appointments as to the duration of approval and eligibility requirements for compensation at the higher-level classification and as to continuation of the appointment.



This Article does not apply to a situation in which there is no vacant higher-level position for which funds have been appropriated. Addition of duties of a higher-level classification to an employee's budgeted position shall be governed by Personnel Rule on Classifications.

It is the responsibility of all parties including department heads and other supervisory personnel to follow the procedures set forth in this Article and promptly report unauthorized situations covered by this Article to the County Executive Officer.

For purposes of this Article, a vacant position is defined as an authorized position for which funds have been appropriated and allocated to an existing job classification based upon the duties and responsibilities currently assigned to the position and which may be:

- (1) An unoccupied position due to attrition and for which the Civil Service appointment process has been initiated.
- (2) A new position authorization by Board of Supervisors budgetary action for which the Civil Service appointment process has been initiated.
- (3) A position from which the incumbent is on extended authorized leave of absence.

## **COUNTY MANAGEMENT RIGHTS**

All management rights and functions shall remain vested exclusively with the County except those which are clearly and expressly limited in this Agreement. It is recognized merely by way of illustration that such management rights and functions include but are not limited to:

- (a) The right to determine the mission of each of its agencies, departments, institutions, boards, and commissions.
- (b) The right of full and exclusive control of the management of the County; supervision of all operations; determination of the methods and means of performing any and all work; and composition, assignment, direction, location, and determination of the size and mission of the work force.
- (c) The right to determine the work to be done by the employees, including establishment of levels of service and staffing patterns.
- (d) The right to change or introduce new or improved operations, methods, means or facilities; or, to contract for work to be done.
- (e) Subject to the Personnel Rules where applicable, the right to prescribe qualifications for employment and determine whether they are met; to hire, set and enforce performance standards, and promote employees; to establish, revise and enforce work rules; to schedule work time and time off; to transfer, reassign, furlough and lay off employees; to suspend, reduce in step, demote, discharge or otherwise discipline employees for cause; and to otherwise maintain orderly, effective, and efficient operations.

## DEFERRED COMPENSATION

### Section 1 – Salary Deferral Enrollment

All employees newly hired in the bargaining unit shall automatically be enrolled in the County's 457 Deferred Compensation Plan and contribute 1.00% of base salary to the plan, subject to all legal requirements and constraints. Prior to the first salary deferral deduction employees shall be provided a 30-day opt-out period during which no salary deferral deduction shall be taken. Thereafter, employees may opt-out at any time.

The Human Resources Employee Benefits and Services Division shall establish the forms and guidelines for the salary deferral opt-out and administer the deduction according to the applicable Plan Document(s) and/or Human Resources Benefits procedures.

**Section 2 – County Matching Contribution** Effective the pay period following Board approval of this Agreement but no sooner than October 4, 2025, employees who have completed one (1) year of continuous service in a regular position shall be eligible for a County match to their 457(b) Deferred Compensation Plan. The County will match one-half of the employee's contribution up to one percent (1.00%) of the employee's base bi-weekly salary. Example 1, an employee whose base biweekly salary is \$2,500 and contributes \$50.00 per pay period shall receive a County Matching Contribution of \$25.00 per pay period, since \$25.00 does not exceed 1.00% of the employee's base biweekly salary. Example 2, an employee whose base biweekly salary is \$2,500 and contributes \$75.00 per pay period shall receive a County Matching Contribution of \$25.00 per pay period, since \$25.00 is the maximum County Matching Contribution of 1.00% of the employee's base biweekly salary.

## DEFINITIONS

Listed below are definitions of terms commonly used in this Agreement.

Appointing Authority – Refers to the department head of the employee's department. It includes any person who is designated as acting department head, employees acting for the department head during absence, and/or employees delegated all authority to act on behalf of the appointing authority on a regular basis.

Base Rate of Pay or Base Hourly Rate – The employee's base hourly wage (including POST Pay), excluding differentials and other pay above the base hourly wage (See Appendix B).

Base Biweekly Salary – Employee's base hourly rate (including POST Pay), excluding any differentials or other pay above the base hourly rate, multiplied by the base hours paid (e.g., REG, SCK, ANN, etc.) each pay period. Base hours paid does not include time without pay or disability payments such as workers' compensation.

Calendar Year – Refers to pay period 1 through 26 (or 27 when applicable) consecutively.

County Service or Continuous Service – Refers to the total length of service from an employee's beginning (hire) date in a regular position with no separation from County employment.

Director of Human Resources – Refers to the incumbent in the Director of Human Resources' position. It also includes any person who has been designated as acting Director of Human Resources, employees

acting for the Director during absence, and/or employees delegated authority approval on a regular basis by the Director of Human Resources.

Fiscal Year – Ordinarily refers to pay period 15 of one year through pay period 14 of the following year.

Hire Date or Date of Hire – Refers to the effective date of the most recent start date in a regular position.

Paid Hours – Shall mean hours actually worked or the use of accrued leave time such as annual, sick, or compensatory time. It does not include unpaid hours or disability payments (excluding 4850 time) such as workers' compensation.

Paid Status – Refers to any pay period in which an employee codes paid hours.

Regular Position – Refers to a position authorized by the Board of Supervisors that may be budgeted at either a full-time or part-time level, and may be in either the Classified or Unclassified Service. Regular positions do not include recurrent, extra-help, ordinance, contract and other contingent positions.

Regular Status - Refers to the completion of a required probationary period in a regular classified position in the employee's current or prior position, as applicable.

Service Hours – Refers to paid hours during an employee's regular tour of duty, up to eighty (80) hours per pay period. Time without pay, absences while receiving disability payments (excluding 4850 time), Medical Emergency Leave, and overtime hours do not count as service hours.

Working Days – Refers to the days that the County is normally open to conduct business, i.e., Monday through Friday, excluding County holidays.

## DEMOTIONS

A demotion is the appointment of an employee from an incumbent position to a position in a different classification for which the maximum rate of pay is lower. An employee demoted for disciplinary reasons shall be placed on the step within the base salary range of the class to which demoted as provided in the Order of Demotion; provided, however that the employee shall not be placed lower than two (2) step increments, approximately five percent (5%) below employee's current step.

An employee demoted for disciplinary reasons cannot be placed higher than the top step in the range for the class to which the employee is demoted.

An employee demoted for non-disciplinary reasons shall be retained at the same salary rate, provided, that the salary rate does not exceed the top step of the salary range of the demoted class, except that such an employee may be placed on an "X" step in accordance with the provisions of the Article on Downgradings, with the approval of the appointing authority and the Director of Human Resources.

A promoted employee who is returned to former classification during the probationary period shall be placed on the same step within the base salary range for the former classification that the employee was on at time of promotion. No credit shall be granted for time spent at the promoted level for next step advance due date.

## **DEPENDENT CARE ASSISTANCE PLAN**

The purpose of this Section 125 Dependent Care Assistance Plan (DCAP) is to permit eligible employees to make an election to pay for qualifying dependent care expenses on a pre-tax basis by salary reductions. DCAP exclusions from gross income do not affect compensation for retirement purposes.

DCAP is administered by the Employee Benefits and Services Division in accordance with the County's Dependent Care Assistance Plan Document and IRS regulations.

- (a) To be eligible for this benefit, an employee must be in a regular position.
- (b) Enrollment in the Plan is required every Plan Year and is limited to the annual open enrollment period or no later than sixty (60) calendar days following the date of becoming eligible due to a mid-year Change in Status Event. Failure to submit participation agreement within the time frame shall result in an election to not participate in the Plan.
- (c) An employee election to participate shall be irrevocable for the remainder of the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and with the County's Dependent Care Assistance Plan Document.
- (d) Any unused amounts remaining in an employee's account at the end of a Plan Year must be forfeited except as permitted by the IRC and the County's Dependent Care Assistance Plan Document. The County will use any forfeited amounts to defray the Plan's administrative expenses.

## **DIRECT DEPOSIT**

All employees must make arrangements for the direct deposit of paychecks and expense reimbursements into the financial institution of their choice via electronic fund transfer.

Employees who fail to make arrangements for direct deposit shall receive paychecks and/or expense reimbursements via pay card.

## **DISPUTE RESOLUTION PROCEDURE**

### **Section 1 – Purpose**

The County and SEBA fully realize the importance of viable procedures to aid in the resolution of disputes among employees, supervisors, and management. It is recognized that conditions may arise which can create employee dissatisfaction, and that to maintain high employee morale and harmonious relations, an orderly method of processing disputes is necessary. The Board of Supervisors and SEBA have pledged that their representatives at all levels will extend active, aggressive, and continuing efforts to secure prompt disposition of issues. The initiation of a complaint in good faith by an employee shall not cause any adverse reflection on the employee's standing with immediate supervisors or loyalty as a County employee.

### **Section 2 – Definitions and Exclusions**

There are three (3) types of dispute procedures in this Article: grievances, disciplinary appeals, and unfair labor practices.

- (a) A grievance is a disagreement between County management and an employee, or group of employees concerning the interpretation, application, or violation of this Memorandum of Understanding. Formal grievances must be filed by SEBA on behalf of any employee or group of employees. SEBA shall have sole discretion to determine whether to file, advance and settle any formal grievances. Group grievances are defined as, and limited to, those grievances that allege more than one (1) employee suffered harm under similar facts and circumstances within the grievance filing period. A group grievance does not need to identify, by name, the specific individuals alleged to have suffered harm provided the affected employees (i.e., grievants) are readily ascertainable (e.g., all deputies assigned to the Rancho Cucamonga Station on the night shift). However, where only some employees in a larger group of employees are alleged to have suffered harm or where back pay or monetary relief is sought, SEBA shall be required to name the grievants so as to enable the County to determine and evaluate the scope and potential liability and also attempt settlement.
- (b) A disciplinary appeal is an appeal of discipline as defined by the Personnel Rules.
- (c) Unfair labor practice charges are defined by Section 13.0211 of the Employee Relations Ordinance.

Any dispute which may arise between parties involving application, meaning, or interpretation of the Personnel Rules is excluded from this Article and shall be settled in accordance with the appropriate appeal procedure established by the Personnel Rules except as provided in Section 4 of this Article.

All matters are excluded from this procedure which deal with the Non-Discrimination Article, County Management Rights Article, federal or state statutes, rules or regulations; or matters that are preempted by County Charter. However, SEBA retains the right to process a grievance based upon a claim of discrimination because of labor organization affiliation as an alleged violation of the Article entitled Employee Rights.

Except as otherwise provided by this Agreement or state or federal statute, this grievance procedure shall be the sole and exclusive procedure for seeking recourse for any grievance, as defined herein.

### **Section 3 – Grievance Procedure**

#### **(a) Jurisdiction**

The Director of Human Resources or designee, in consultation with the County Labor Relations Chief, shall have the sole authority within the County structure to provide the official management interpretation or application to any and all provisions of this Agreement. The arbitrator has the final authority within the County structure to adjudicate all grievances, as defined or otherwise provided herein.

#### **(b) Representation**

Aggrieved employee(s) shall be represented by an authorized SEBA representative. This representation may commence at any step in the Grievance Procedure. A representative of the Human Resources Department may be in attendance at any step in the Grievance Procedure. The County agrees within reasonable limits to compensate the aggrieved employee(s) for time spent during regularly scheduled hours in the handling of real and prospective grievances.

(c) Consolidation of Grievances

In order to avoid the necessity of processing numerous similar grievances at one time, similar grievances must be consolidated.

(d) Time Limitations and Notification

Time limitations are established to settle a grievance quickly. Time limits may be modified only by agreement of the parties. If at any step of this Grievance Procedure SEBA is dissatisfied with the decision rendered, it shall be SEBA's responsibility to initiate the action which submits the grievance to the next level of review within the time limits specified. Failure to submit the grievance within the time limits imposed shall terminate the grievance process and the matter shall be considered resolved. If a reviewing official does not respond within the time limits specified, the grievance shall be deemed to have been denied on the last day upon which the response could have been made.

SEBA shall then proceed to the next step of the Grievance Procedure within the specified time limits. A formal grievance may be entertained in or advanced to any step if the parties jointly so agree, except as limited by Section 2 of this Grievance Procedure. A copy of such agreements bearing the signatures of the parties shall be filed with the Employee Relations Division of the Human Resources Department.

For purposes of this Grievance Procedure, notification to a party may be given either personally or by mail. When notice is mailed to an employee, it shall be sent to the employee's current address of record. For the purpose of this procedure, notice by mail shall be deemed to have been completed on the third calendar day following deposit of notice with the United States Postal Service, unless the party can establish that notice was not actually received as a result of circumstances beyond the party's control.

(e) Steps in the Grievance Procedure

The procedures outlined herein constitute the informal and formal steps necessary to resolve an employee's grievance. The attempt of settlement of grievances filed on behalf of an individual employee(s) in the informal step at the employee-supervisor level is required. The presentation of the informal grievance is an absolute prerequisite to the institution of a formal grievance. The grievance must be submitted within fifteen (15) work days after the employee is aware of the conditions precipitating the grievance.

Step 1 – Informal. Initially, the employee having a grievance shall on a personal face-to-face basis discuss the complaint with the immediate supervisor informally.

Within three (3) work days the immediate supervisor shall give the decision to the employee orally.

If a mutually acceptable solution has not been reached in the informal step, SEBA shall submit the grievance in writing on appropriate forms prepared and supplied by the Employee Relations Division which shall provide a detailed statement of the grievance, including dates, names, and places, applicable MOU articles, and the specific remedy or action requested. The written grievance shall be filed in duplicate with the Employee Relations Division within five (5) work days of oral notification of the immediate supervisor's decision.

Step 2 – Formal. The Employee Relations Division shall make a determination of whether the grievance is a matter for which the formal Grievance Procedure is appropriate. In making such determination, the Employee Relations Division shall determine if: (1) the grievance has been filed in

a timely manner; (2) the initial step has been followed; (3) if the grievance alleges that a specific Memorandum of Understanding Article(s) has been misinterpreted, misapplied, or violated; and (4) the matter complained of in the grievance is covered by a specific provision of the MOU. The determination and notification to SEBA will be made within five (5) work days of receipt of the grievance.

If the Employee Relations Division has determined that the formal Grievance Procedure is appropriate, SEBA, on behalf of the grievant shall submit the written grievance to the Division/Section Head within three (3) work days of the receipt of written response of the Employee Relations Division.

If objection is made to the procedural and/or substantive grievability of a grievance at any step of the grievance procedure, it is expressly agreed that such defenses are preserved in any arbitration hearing and that no waiver will result from the subsequent processing and discussion of the grievance on the merits.

Step 3. The Division/Section Head shall meet with SEBA and thoroughly discuss the grievance within five (5) work days of receipt of the written grievance of the employee.

In the Sheriff's Department, it may be necessary to involve intermediate supervisors in the discussions with SEBA. The time limits established normally allow for this, but if an extension of time is needed, it should be mutually agreed upon in writing by both the appointing authority and the grievant or designated representative. A copy of the written agreement will be furnished to the Employee Relations Division of the Human Resources Department.

The Division/Section Head shall give a written decision to SEBA and the Employee Relations Division within five (5) work days after discussion with SEBA. If the grievance has not been satisfactorily resolved at this level, it may be appealed by SEBA to the appointing authority within five (5) work days following notification to SEBA.

Step 4. The appointing authority shall review the matter and shall render a decision within five (5) work days after receiving the grievance. If the grievance has not been satisfactorily resolved by the appointing authority, appeal may be made by SEBA within five (5) work days to the next step.

Step 5 – Arbitration. If the grievance has not been satisfactorily resolved, a written appeal for arbitration must be filed by SEBA with the Employee Relations Division within five (5) work days of notification of the decision by the appointing authority. The appeal must be presented on the aforementioned grievance form supplied by the Employee Relations Division of the Human Resources Department along with a copy of any pertinent documents. Grievances shall only be advanced to arbitration by SEBA.

In reaching a decision and award the arbitrator shall limit himself to the allegations contained in the grievance presented in relation to the express provisions of the MOU alleged to have been violated. Further, the arbitrator shall have no authority to amend, change, add to, subtract from, or ignore any provisions of this MOU. Lastly, the arbitrator shall not substitute his judgment for that of the County on matters pertaining to the exercise of managerial discretion except where it can be shown by the grievant/SEBA that the County abused its discretion.

The decision of the arbitrator will be in writing and transmitted to the parties within thirty (30) calendar days after the close of the hearing. The arbitrator's decision may require an appointing authority or a subordinate to cease and desist from the action which is the subject of the grievance.

The arbitrator may also require the appointing authority to take whatever action is necessary, within the control of the appointing authority, to remedy the grievance, or take other action to relieve the loss, if any, to the employee. Under no conditions can the arbitrator order relief that exceeds the relief requested by the grievant, and shall be limited to making the grievant whole. In the event the arbitrator determines that monetary relief is an appropriate remedy, they shall limit any retroactive award, including interest, to a date that is no earlier than fifteen (15) working days from the date the grievance was filed. The decision by the arbitrator shall be final and binding on all parties unless there is a financial impact of greater than fifteen thousand dollars (\$15,000), in which case it shall be subject to approval of the Board of Supervisors. For grievance decisions with financial impact greater than fifteen thousand dollars (\$15,000), the Employee Relations Division will submit the grievance decision at the next practicable meeting of the Board of Supervisors. If the Board of Supervisors fails to act within thirty (30) days following receipt of formal notice of the decision of the arbitrator, the decision shall become final and binding. A copy of the arbitration decision shall be filed with the Employee Relations Division of the Human Resources Department and SEBA.

All grievances shall be treated as confidential, and no publicity will be given until the final resolution of the grievance.

#### **Section 4 – Disciplinary Appeals**

Disciplinary appeals are governed by the Personnel Rules, except where the provisions in the MOU differ from those in the Personnel Rules the provisions of the MOU take precedent.

Disciplinary appeals shall be heard by a hearing officer. In instances where an employee is not represented by SEBA, the employee may elect to have the appeal heard by the Civil Service Commission at no cost to the employee. If the employee elects to have the appeal heard by a hearing officer, the employee must assume one-half (1/2) of the costs of the appeal process, including any arbitrator's costs. If the County does not elect to have the appeal heard by the Civil Service Commission the County shall pay the entire cost of the appeal process, including any arbitrator costs, but not expenses, incurred by the employee. Except as provided herein, the hearing officer's findings and recommendations shall be final and binding on both parties but shall be subject to review by the Civil Service Commission on its own initiative only as described below. The Civil Service Commission shall either accept or reject the hearing officer's findings and recommendations within sixty (60) days of receipt by the Commission. In the event the Civil Service Commission does not accept the hearing officer's decision in its entirety, the Commission shall conduct and complete a full and fair evidentiary hearing on the disciplinary appeal. Such hearing shall commence within thirty (30) days of rejecting the hearing officer's findings and recommendations unless the hearing cannot for good cause be commenced within thirty (30) days. Both San Bernardino County and SEBA reserve the right to seek judicial review of the final administrative decision pursuant to Section 1094.5 of the California Code of Civil Procedure. Failure by either party to formally request a rehearing by the Commission will not be deemed a waiver or bar of the right to seek judicial review as set forth above.

The hearing officer shall conduct the hearing and issue its decision in accordance with provisions of this MOU and the rules and procedures of the Civil Service Commission.

The cost of the hearing officer's services, and court reporter if applicable, shall be borne equally by the parties. Any cancellation fee will be paid by the party responsible for canceling the hearing, or divided between the parties if both parties are responsible.



**Section 5 – Unfair Labor Practices**

Unfair labor practice charges as well as unit modification and unit determinations shall be heard by a Hearing Officer in accordance with Section 7 of this Article.

**Section 6 – Mediation**

The parties (Director of Human Resources or designee and SEBA) may by mutual agreement utilize mediation for grievances filed under the provisions of this Agreement. The mediator has no authority to compel resolution of the matter mediated.

No reference to a matter mediated may be utilized in a subsequent arbitration or hearing unless stated in writing at a step prior to the mediation. The penalty for disclosure shall be forfeiture of the hearing or appeal by the party violating the same. When possible the parties shall utilize the mediation services provided by the State or Federal Mediation and Conciliation Service. In the event that the mediation process would result in fees for service rendered by the State or by use of a private mediator officer, such costs shall be equally divided between the employee's department and SEBA.

No person serving in the capacity as a mediator may serve as the hearing officer/arbitrator for the same case should the same be forwarded to arbitration or a Personnel Rules disciplinary hearing unless the parties agree otherwise.

**Section 7 – Procedures Governing Disciplinary Appeals, Unfair Labor Practice Charges, and Grievance Arbitrations Before the Arbitrator/Hearing Officer**

- (a) For Disciplinary Appeals, the established Hearing Officer list shall have a minimum of five (5) names. Hearing officers shall be selected from the established Hearing Officer list as soon as possible, but in no event later than ten (10) working days after acceptance of appeal by the Civil Service Commission. If the parties mutually agree to a Hearing Officer, the parties shall advise the Civil Service Commission of the selection of hearing officer and request that the hearing officer be appointed. Otherwise, the Hearing Officer in each case will be determined following a striking process. The determination as to which party strikes first shall be based on a coin flip. If the last remaining person is not available, the previously stricken person(s) shall be contacted in reverse order until one is available. In the event that there are fewer than five (5) Arbitrators/Hearing Officers on the established Hearing Officer list the parties can mutually agree to use the list, and if there is no mutual agreement, the appellant's representative may request a list of Hearing Officers from the State Mediation and Conciliation Service, within ten (10) working days from the date the parties were unable to agree from the established hearing officer list, but in no event later than twenty (20) days from the date the appeal was accepted by the Civil Service Commission.
- (b) For Grievance Arbitrations and Unfair Labor Practice Charges, Arbitrators may be selected from the established Hearing Officer list by mutual agreement of the Human Resources Department and SEBA as soon as possible, but in no event later than ten (10) working days after receipt of a written notice by SEBA of its appeal to arbitration. The parties may request a list of arbitrators from the State Mediation and Conciliation Service. The arbitrator in each case shall be determined following a striking process. The determination as to which party strikes first shall be based on a coin flip. If the last remaining person is not available, the previously stricken person(s) shall be contacted in reverse order until one is available.
- (c) The hearing officer's daily rate shall be no greater than one thousand five hundred (\$1,500). The cost of the hearing officer's services, and court reporter if applicable, shall be split equally between

the County Department of the complainant(s) and SEBA, or the complainant if not represented by SEBA. Any cancellation fee will be paid by the party responsible for canceling the hearing, or divided between the parties if both parties are responsible.

- (d) Prehearing conferences are to be mandatory. Within twenty (20) work days, both parties are required to meet in such conference to jointly or individually declare stipulations, identify witnesses and exchange exhibits that will be carried forward to the hearing, the intent being full disclosure by both sides prior to the arbitration process.
- (e) The decision of the arbitrator shall be made in writing and transmitted to the parties within thirty (30) calendar days after the conclusion of the hearing.

## **DOWNGRADINGS**

When a position is downgraded because of decreased responsibility or difficulty, the Director of Human Resources may authorize continuation of the same salary rate payment to the incumbent employee that the employee received prior to the downgrading of the position by placing the employee on an "X" step, provided that the employee shall receive no future salary rate increases until the salary rate of the position held exceeds the "X" step.

## **DUAL APPOINTMENTS**

The appointment of two (2) full-time employees to the same budgeted position may be authorized by the Director of Human Resources to facilitate training, to make assignments to a position vacant due to extended authorized leave of absence, or in an emergency.

## **DUES DEDUCTIONS**

All employees who are in a job classification within the representation Unit covered by this MOU may choose to become a member of SEBA. The employee member shall authorize payroll deduction for membership dues.

Employee requests to cancel membership in SEBA and attendant dues deductions shall be made in writing directed to SEBA, not the County. Upon receipt of such request, SEBA shall immediately certify to the County to terminate dues deductions for any such employees, consistent with applicable law. SEBA shall indemnify the County for any claims made by the employee for dues deductions made in reliance on that information.

The County shall turn over to SEBA any authorizations to deduct dues for SEBA membership in its possession. Such authorizations shall continue to be recognized as effective by the County for all Unit employees.

Further, any employee who 1) is in the Safety Unit and has chosen to be a member of SEBA, 2) then separates from a SEBA-represented Unit (e.g., leaves County employment, promotes to another non-SEBA represented unit, etc.), 3) then later returns to a SEBA-represented Unit and again chooses to become a member of SEBA, shall be required to sign a new payroll deduction card.

Dues withheld by the County shall be transmitted to the SEBA officer designated in writing by SEBA as the person authorized to receive such funds, at the address specified.

The County shall not be obligated to put into effect any new dues deduction until a dues deduction card is submitted by SEBA to the County in sufficient time to permit normal processing of dues deduction. Dues deduction cards must continue to clearly state that the employee is affirmatively consenting to the membership dues deduction.

SEBA shall be fully responsible for expending funds received under this Article consistent with all legal requirements for expenditures of employee dues which are applicable to public sector labor organizations.

The County shall not involuntarily deduct from non-members monies specifically earmarked for a Political Action Committee or other political activities.

SEBA shall keep an adequate itemized record of its financial transactions and shall make available annually to the County and, upon request to the employees who are members of SEBA within sixty (60) days after the end of its fiscal year, a detailed written financial report thereof in the form of a balance sheet and an operating statement, certified as to its accuracy by its President and Treasurer or corresponding Principal Officer or by a Certified Public Accountant. A copy of financial reports required under or referred to in the Labor-Management Disclosure Act of 1959 or Government Code Section 3546.5 shall satisfy this requirement.

SEBA hereby agrees to defend, indemnify and hold harmless San Bernardino County and its officers and employees from any claim, loss, liability or cause of action of any nature whatsoever arising out of the operation of this Article. SEBA's indemnity and liability obligation is more fully set forth as follows:

SEBA shall defend, indemnify and hold harmless San Bernardino County and its officers and employees from any claim, loss, liability, cause of action or administrative proceeding arising out of the operation of this Article. Upon commencement of such legal action, administrative proceeding, or claim, SEBA shall have the right to decide and determine whether any claim, administrative proceeding, liability, suit or judgment made or brought against the County or its officers and employees because of any application of this Article shall or shall not be compromised, resisted, defended, tried or appealed. Any such decision on the part of SEBA shall not diminish SEBA's defense and indemnification obligations under this Agreement.

The County, immediately upon receipt of notice of such claim, proceeding or legal action shall inform SEBA of such action, provide SEBA with all information, documents, and assistance necessary for SEBA defense or settlement of such action and fully cooperate with SEBA in providing all necessary employee witnesses and assistance necessary for said defense. The cost of any such assistance shall be paid by SEBA.

SEBA upon its compromise or settlement of such action or matter shall timely pay the parties to such action all sums due under such settlement or compromise. SEBA, upon final order and judgment of a Court of competent jurisdiction awarding damages or costs to any employee, shall pay all sums owing under such order and judgment.

## **EMPLOYEE RIGHTS**

All employees shall have the following rights which may be exercised in accordance with State Law, the County Charter, and applicable ordinances, rules and regulations.

- (a) The right to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations.

- (b) The right to refuse to join or participate in the activities of employee organizations and the right to represent themselves individually in their employment relations with the County, subject to the limitations contained in the Article entitled Dispute Resolution Procedure.
- (c) The right to be free from interference, intimidation, restraint, coercion, discrimination, or reprisal on the part of an appointing authority, supervisor, other employees, or employee organizations as a result of their exercise of rights granted in this Article (a) and (b).

The provisions of Section 3300 et seq. of the Government Code are hereby incorporated as such provisions may apply to employees within the Safety Unit; provided, however, that these provisions or alleged violations thereof shall not be subject to the Grievance Procedure.

## **EMPLOYEES AND AUTHORIZED EMPLOYEE REPRESENTATIVES**

### **Section 1 – Authorized Employee Representatives**

SEBA may designate employees as authorized employee representatives to represent employees in the processing of grievances and for discipline protection subject to the following rules and procedures. It is recognized that SEBA employs professional representatives that have been designated in the place of employee representatives.

- (a) SEBA shall designate at least one (1) authorized employee representative in each major geographic location for which the Sheriff, or District Attorney maintains a substation, branch office or division. SEBA shall be entitled to designate two (2) alternates for each authorized employee representative; provided that these alternates shall be located at the same work station as their appropriate representative.
- (b) SEBA will designate only employees who have obtained regular status.
- (c) SEBA shall file with the affected Agency Administrator, Department Head, Human Resources Officer, and the Director of Human Resources a written list of all employees designated as authorized employee representatives and alternates, which list shall be kept current by SEBA by filing a notification of change of authorized employee representatives.

### **Section 2 – Handling of Grievances and Disciplinary Proceedings**

- (a) At the request of an employee, an authorized employee representative may investigate a real or prospective grievance or disciplinary proceeding, and represent the employee during the resulting proceedings.
- (b) Prior to participating in a grievance or disciplinary proceeding, the authorized employee representative and affected employee shall first obtain authorization from their immediate supervisor(s). The immediate supervisor may deny such request if it is deemed that such a request would unduly interfere with the efficiency, safety, or security of County operations. If denied, the immediate supervisor will establish an alternative time convenient to the County and employees when the authorized employee representative and affected employee can reasonably expect to be released from their work assignment.
- (c) Employees must use the authorized SEBA representative(s) assigned to their geographic location to process a grievance or to be represented for the purpose of discipline protection; provided that if an

employee chooses to be represented by any other employee for the purpose of handling a grievance or for discipline protection, such employee shall not be compensated by the County.

- (d) County vehicles may not be used and long distance calls may not be placed in implementing the provisions of this Article.

### **Section 3 – Authorized Employee Representative Leave Bank**

The County will provide a leave bank to enable SEBA Executive Officers, SEBA Board of Directors or their alternates (if the Director is unavailable) to attend the annual SEBA conference. The leave bank will also be made available for up to thirty (30) Safety Unit employees who may use up to sixteen (16) hours on days the employee is otherwise scheduled to work, with prior approval from the appointing authority, for a maximum of 480 hours of County paid release time per calendar year to attend the SEBA annual conference or other similar activities. It is expressly understood that the County shall not be obligated or responsible for any of the expenses or costs of member attendance at such conferences. The release time for leave taken under this section shall not be counted as hours worked for purposes of calculating overtime, unless the employee was involuntarily held over on a shift.

Members who wish to utilize association leave shall notify their immediate supervisor as far in advance as possible prior to the date they wish to use such leave. The work schedules of members who use association leave shall not be adjusted to provide paid release time that would otherwise be off duty time. The use of association leave shall not unduly interfere with operations of County departments nor shall the County unreasonably deny any request for use of association leave. SEBA shall maintain records of the amount of association leave used by its members. These amounts shall be kept current by SEBA and shall be provided to the County upon request.

### **Section 4 – Association Leadership Leave**

The parties agree to meet and confer upon the request of SEBA to discuss Association Leadership Leave.

## **EXPENSE REIMBURSEMENT**

### **Section 1 – General Provisions**

The purpose of this Article is to define the policies and procedures by which employees shall report and be reimbursed for necessary expenses incurred on behalf of San Bernardino County, except as may be otherwise provided in this Agreement.

### **Section 2 – Responsibilities**

It shall be the responsibility of each appointing authority or designee to investigate and approve each request for expense reimbursement. It shall be the responsibility of each employee to obtain prior approval from the appropriate appointing authority or designee to incur a business expense. Prior approval may be in the form of standing orders issued by the appointing authority.

### **Section 3 – Travel Authorization**

- (a) Travel outside the State of California must be approved by the Chief Executive Officer or designee except when the trip is within twenty (20) miles of the California border or travel through a location anywhere in the adjacent state as a means of arriving within California. Requests for such travel shall be submitted through the County's Travel and Expense Management System (e.g., SAP Concur)

which will follow electronic workflow to allow appropriate review and approval by the County Administrative Office.

- (b) The employee, appointing authority, or designee shall initiate Travel Requests through the County's Travel and Expense Management System (e.g., SAP Concur).
- (c) The appointing authority or designee is authorized to approve necessary travel within the State of California and use of a transportation mode consistent with this Article.

#### **Section 4 – Authorization for Attendance at Meetings**

- (a) Appointing authorities may authorize attendance at meetings at County expense when the program material is directly related to an important phase of County service and holds promise of benefit to the County as a result of such attendance.
- (b) Authorization for attendance at meetings without expense reimbursement, but on County time, may be granted when the employee is engaged on the County's behalf, but from which the gain will inure principally to the benefit of the employee and only incidentally to the County.

#### **Section 5 – Records and Reimbursements**

- (a) Requests for expense reimbursement should be submitted once each month and within sixty (60) days of the date that expense was incurred. Expense reimbursement submitted beyond a reasonable time may require the reimbursement to be reportable as taxable income to the employee.
- (b) Receipts or vouchers which verify the claimed expenditures will be required for all items of expense, except:
  - (1) Subsistence, except as otherwise provided in this Article.
  - (2) Private mileage (e.g., mileage to the airport).
  - (3) Other authorized expenses of less than one dollar (\$1.00).
- (c) Claims for expense reimbursement totaling less than one dollar (\$1.00) in any fiscal year shall not be paid.
- (d) Reimbursement shall not be made for any personal expenses such as, but not limited to entertainment, barbering, tips, alcoholic beverages, etc., unless such personal expense is a necessary and integral part of an authorized investigation.
- (e) Except as otherwise provided in this Article, expense reimbursements shall be made on an actual cost basis.
- (f) If receipt is unavailable, the employee may submit a signed statement with an explanation of expenses (i.e., itemized list of expenses with location, date, dollar amount, and reason for expenses) and an explanation as why the receipt is unavailable.
- (g) Expense reimbursements will be made via Direct Deposit into the financial institution of the employee's choice. Employees who fail to make arrangements for direct deposit shall receive expense reimbursements via pay card.

**Section 6 – Transportation Modes**

- (a) The general rule for selection of a mode of transportation is that mode which represents the lowest expense to the County.

(b) Travel Via Private Automobile

- (1) Reimbursement for use of privately owned automobiles to conduct County business shall be at the IRS allowable rate per mile. Reimbursements at this rate shall be considered as full and complete payment for actual necessary expenses for the use of the private automobile, insurance, maintenance, and all other transportation related costs. The County does not provide any insurance for private automobiles used on County business. The owner of an automobile is responsible for the personal liability and property damage insurance when the vehicle is used on County business.
- (2) When employees, traveling on official County business, leave directly from their principal place of residence rather than from their assigned work location, mileage allowed to the first work contact point shall be difference between the distance from the residence to the assigned work location and the distance from the residence to the first work contact point. If the first work contact point is closer than the assigned work location, no mileage shall be allowed. Similarly, if the employee departs from the last work contact point directly to the residence, only such mileage shall be allowed as the lesser distance between it and the assigned work location. In no case will mileage be allowed between the employee's residence and the assigned work location.

(c) Travel Via Rental Vehicles

Reimbursement will be provided for the cost of a rental vehicle for business purposes if such use is approved by the appointing authority. Rental vehicles are covered for liability and vehicle physical damage under the County's self-insurance program. Reimbursement will not be provided for the additional costs incurred if any employee purchases additional insurance or signs a Collision Damage Waiver (CDW) when renting a vehicle for County business. Requests for reimbursement for gasoline for rental vehicles must be accompanied by a copy of the rental agreement or rental receipt and gasoline receipt.

(d) Travel Via Ride-Share Service, Taxi, or Public/Mass Transit

Reimbursement will be provided for the cost of using a ride-share service, (e.g., Uber or Lyft), taxi, or public/mass transit (e.g., bus, streetcar, and ferry) including bridge and road tolls if such expenses are incurred for County business and approved by the appointing authority.

(e) Parking Fees

Reimbursement will be provided for the cost of parking fees if such expenses are incurred for County business and approved by the appointing authority.

(f) Travel Via Air

Commercial Aircraft – Expense reimbursement for travel via commercial aircraft shall be compensated only for the cost of air coach rates, unless air coach or economy space is unavailable to meet emergency requirements.

**Section 7 – Subsistence for Overnight Travel**

Subsistence allowances for lodging and meals while traveling overnight on County business shall not be allowed without prior approval of the appointing authority or designee and only as deemed necessary for the purpose of conducting County business. As provided in Section 5(e), expense reimbursements shall be made on an actual cost basis except that the allowances listed below shall apply. Except as provided in paragraph (2) below, reimbursements for lodging and meal expenses shall be provided as follows:

- (1) An employee may be reimbursed for lodging expenses at actual cost generally not to exceed the standard lodging per diem rate as established by the General Services Administration (GSA). Receipts are mandatory to obtain reimbursement for all lodging.
- (2) Reimbursements for meal expenses for up to three separate meals per day may be provided as follows:
  - (3) An employee may be reimbursed for meal expenses not to exceed GSA per diem rates for breakfast, lunch and/or dinner, regardless of whether the employee furnishes receipts. Where the cost of a meal is included as part of a registration charge for an event (e.g., lunch at a conference or training seminar), or in the cost of lodging, an employee may not claim reimbursement for that meal. However, notwithstanding the foregoing sentence, employees of the District Attorney's Office may request overnight subsistence meal allowance, subject to prior approval.
  - (4) If expense reimbursements do not meet all applicable IRS regulations, the reimbursement may be required to be reportable as taxable income to the employee. Section 8 – Meal Reimbursement
- (a) The parties agree that it is the basic responsibility of employees to anticipate and make provision for their own meals eaten during the employee's regularly scheduled tour of duty; however, reimbursement for meals may be approved by the appointing authority when an employee is twenty (20) miles or more distant from assigned work location for more than one-half (1/2) of the scheduled tour of duty or when an employee is required to work for two (2) hours or more in excess of the regularly scheduled tour of duty during an unplanned activity, or when an employee is assigned to attend POST training. An employee may be reimbursed for meal expenses at actual cost, with receipt, not to exceed the rates as established by GSA.
- (b) Where the cost of a meal is included as part of a registration charge for an event (e.g., lunch at a conference or training seminar), an employee may not claim reimbursement for that meal.
- (c) In situations other than prisoner extradition, employees may be reimbursed for purchasing meals for prisoners, while being transported. Reimbursements for meal expenses at actual cost not to exceed the rates as established by GSA. Receipts are mandatory to obtain reimbursement for meals for prisoners.
- (d) In situations involving prisoner extradition, employees may be reimbursed for the actual costs, of meals purchased for the prisoner, while being transported. Reimbursements for meal expenses at actual cost, not to exceed the rates as established by GSA. Receipts are mandatory to obtain reimbursement for meals for prisoners.



**Section 9 – Expense Advances**

Advancement of funds for expenses can be obtained from the Auditor/Controller's Office through submission of a Travel Request in the County's Travel and Expense Reimbursement System (e.g. SAP Concur), requesting a travel advance. Advancements shall not exceed the maximum allowances set forth herein. The minimum amount to be advanced is fifty dollars (\$50.00). Upon return from travel, the employee must submit an expense report through the County's Travel and Expense Reimbursement System (e.g., SAP Concur) and substantiate expenses incurred, if applicable. If the employee does not submit this accounting within fifteen (15) calendar days of return from travel, or prior to termination of County employment, the Auditor-Controller/Treasurer/Tax Collector may recover the amount advanced from the employee's pay.

**EXTRA HELP AND PUBLIC GATHERINGS**

Extra help employees shall be compensated on an hourly basis only for hours actually worked. Compensation shall be paid at an hourly rate as provided in the Salary Adjustment Article, Section 1. Under unusual circumstances and with the approval of the appropriate appointing authority(s) and the Director of Human Resources, an employee in a regular position may choose to work in an extra help capacity for the same or another appointing authority and be compensated as such pursuant to this Article. Employees who work public gatherings shall be compensated pursuant to the appropriate ordinance for public gatherings and such compensation shall not be governed by the provisions of this Agreement.

**FLEXIBLE SPENDING ACCOUNT**

The purpose of this Section 125 Medical Expense Reimbursement Flexible Spending Account (FSA) Plan is to permit eligible employees to make an election to pay for qualifying medical care expenses on a pre-tax basis by salary reduction. FSA exclusions from gross income do not affect compensation for retirement purposes.

FSA will be administered by the Employee Benefits and Services Division, consistent with IRS regulations and the County's Medical Expense Reimbursement Plan Document.

- (a) To be eligible for this benefit, an employee must be in a regular position.
- (b) Eligible employees may contribute, on a pre-tax basis, a bi-weekly pay period amount not to exceed any established IRS annual maximum, to a flexible spending account. An employee election to participate in the Plan shall be irrevocable for the remainder of the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and with the County's Medical Expense Reimbursement Plan Document.
- (c) Employees who select the Blue Shield Access + HMO Plan or the Kaiser Choice HMO Plan and elect to enroll in the Flexible Spending Account shall be eligible for up to a \$10.00 per pay period match to the Flexible Spending Account, to be credited on a quarterly basis.
- (d) Enrollment in the Plan is required every Plan year and is limited to the annual open enrollment period or no later than sixty (60) days following the date of becoming eligible due to a mid-year Change in Status event. Failure to submit participation agreement within the time frame shall result in election to not participate in the plan.

- (e) Any unused amounts remaining in an employee's account at the end of the Plan year must be forfeited except as permitted by the IRC and the County's Medical Expense Reimbursement Plan Document. The County will use any forfeited amounts to defray the Plan's administrative expenses.

## **FULL UNDERSTANDING, MODIFICATION AND WAIVER**

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter within the scope of representation, and that the understandings arrived at after the exercise of that right are set forth in this Agreement. The express provisions of this Agreement for its duration, therefore constitute the complete and total contract between San Bernardino County and SEBA with respect to wages, hours and other terms and conditions of employment. Any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety. The County and SEBA for the life of this Agreement each voluntarily waives the right to meet and confer in good faith and waives the right to compel the other party to meet and confer in good faith with respect to any subject or matter whether or not specifically referred to or covered in this Agreement. This section shall not act as a waiver of any reserved County management rights or act as a waiver of SEBA's right to bargain the impact of the County's exercise of its management's rights.

## **HEALTHCARE TRUST**

### **Section 1 – General Provisions**

Sheriff's Employees' Benefit Association ("SEBA") has established a Voluntary Employee Benefit Association ("VEBA" or "Trust") that offers medical, dental, vision, and prescription drug coverage components (collectively, "Healthcare Benefits") compliant with Internal Revenue Code section 4980H and the Affordable Care Act ("ACA") and that does not create Government Accounting Standards Board ("GASB") Other Post Employment Benefit ("OPEB") liability for the County. For the purposes of this Article, the effective date of Trust will be July 13, 2024. The County is not a party to the Trust agreement, nor is the County responsible for administering the Trust and the obligations of the County set forth herein do not constitute administration of the Trust. The Trust has provided and will continue to provide sufficient documentation and information for the County to conduct an analysis to determine whether the Trust meets the criteria outlined in this paragraph and is relevant to the County's compliance with other applicable State and Federal statutes. The parties shall utilize best efforts to negotiate additional details of the Trust pursuant to Government Code section 3505.

- (a) SEBA shall continue to offer Healthcare Benefits to eligible dues paying SEBA members who are active employees in the Safety Unit ("Bargaining Unit"). Active employee is defined as an employee in a regular position who has not terminated employment from the County, including those on paid status and on approved unpaid leave of absence.
- (b) SEBA shall continue to offer Healthcare Benefits to eligible dues paying SEBA Associate members (as defined by SEBA bylaws and SEBA Healthcare Trust Rules) who:
  - (1) Are active employees who promoted from classifications represented by the Bargaining Unit (e.g., Sheriff's Lieutenant to Sheriff's Captain), or

- (2) Are newly hired active employees to a regular position that is in the chain of command from a Bargaining Unit position (e.g., employee is hired from outside county agency as a Sheriff's Deputy Chief who would have otherwise promoted from a Bargaining Unit), or
  - (3) Are active Sheriff's Trainees, as defined under San Bernardino County Ordinance Section 13.0617a,
  - (4) And all SEBA Associate members in (2) a., b and c. above are in an unrepresented classification (i.e., in a classification not covered by another recognized employee organization).
- (c) Employees returning from a leave of absence will continue to participate in Healthcare Benefits under the same plan (i.e., the SEBA Trust or the County's plan) in which they were enrolled when the leave began.
  - (d) SEBA shall continue to offer Healthcare Benefits to active Bargaining Unit members or Associate members, who retired subsequent to the effective date of the Trust. Employees who retire prior to the effective date of the Trust are not eligible to participate in the Trust.
  - (e) Eligible active and retired employees may choose to participate in Healthcare Benefits offered by either the County or by SEBA through the Trust.
  - (f) SEBA has established separate Healthcare Benefits plans to be funded by the Trust: one covering active employees and their eligible dependents ("active plan"); and a second one covering retired employees and their eligible dependents ("retiree plan"). Only employees retiring after the inception of the Trust and their dependents are eligible for coverage by the Trust. The Trust and the Healthcare Benefits plans funded by the Trust are sponsored and administered by SEBA.
  - (g) The parties agree to a "side-by-side" where active employees shall have a choice regarding whether they choose insurance through the County or the SEBA Trust. For details on the requirements and eligibility for the SEBA Trust, employees should refer to the SEBA Trust plan document. Medical, dental, and vision coverage and premium subsidies eligibility for active employees will be determined by the terms of the MOU.
  - (h) The Trust will continue to maintain separate accounting for active members and retirees, with the intent of ensuring the use of County-paid subsidies as described in Section 3 are solely used for active members. The County-paid subsidies as provided under Section 3(c) to the active plan will be used solely to fund Healthcare Benefits under the active plan, including reasonable administrative expenses, and may not be diverted to any other purpose, including subsidizing retiree healthcare premiums. Employee contributions to the Trust, along with investment earnings on those funds, will be used solely to fund Healthcare Benefits provided by the Trust, including reasonable administrative expenses.
  - (i) Annually, the underwriters for the Trust plans will provide separately underwritten rates for the active plan and the retiree plan. Each set of rates will be designed to be self-sufficient. The County will not make any financial contributions to subsidize medical plans covering retired employees and/or their dependents.
  - (j) Funds in the Trust may not be co-mingled with SEBA funds or other funds outside the Trust. The Trust shall be structured so that earnings in the Trust will be tax-exempt and benefits to employees will be tax-free to the extent possible under the tax rules. A determination of its tax-exempt status has been obtained from the IRS.

**Section 2 – One-Time Contribution to Trust**

- (a) Effective within 90 days of board approval of this Agreement, but no sooner than October 4, 2025, the County shall provide a one-time lump sum payment of \$8 million dollars to the SEBA Healthcare Trust. The Parties agree to utilize \$1,521,557 of the \$8 million dollars to repay the Loan Agreement in Section 11 of this article. As a result, the County will provide a one-time lump sum payment of \$6,478,443 to the SEBA Healthcare Trust.
- (b) The parties agree that the Contribution shall only be used to fund the Trust and for the benefit of the individuals described in Section 1(a) through Section 1(d) above. Beyond this contribution, the County is not responsible for any future financial needs of the Trust. All parties agree that no additional future contributions other than the premium subsidies included in Section 3 are provided for in this agreement.

**Section 3 – Active Employees Healthcare Premium Subsidies**

- (a) The parties previously agreed to convert the tiered Medical Premium Subsidy (MPS) for each Bargaining Unit into a composite MPS by Bargaining Unit and shall continue to do so. This MPS will be applicable only for those enrolled in the Healthcare Benefits plans offered by the Trust.

Employees who elect to participate in the Healthcare Benefit plans under the Trust will no longer be eligible for Section 3 – Medical Subsidies and Section 4 – Needles Medical Premium Subsidy under the Medical and Dental Coverage Article of the MOU. Instead, employees who elect to participate in the Healthcare Benefit plans under the Trust, shall receive the applicable composite MPS per pay period as set forth below:

- Effective the pay period following Board approval of this Agreement but no sooner than October 4, 2025: \$629.08 per pay period
  - Effective July 11, 2026: \$715.38 per pay period
- (b) SEBA and the County may bargain modifications to the MPS in future MOUs. Unless further agreement is reached, there is no requirement that the MPS shall be identical across the Bargaining Units.
- (c) For employees who elect to participate in the Healthcare Benefits plan under the Trust, the County will contribute the following subsidies by Bargaining Unit to the active plan under the Trust:
- (1) The MPS amounts as specified in the MOU's Medical and Dental Coverage Article for the sole purpose of offsetting such employees' cost of the underwritten active medical premiums. At no time shall the MPS be used to subsidize retiree medical premiums that creates an explicit or implicit subsidy.
- The County's payment to the Trust shall be no more than the total biweekly cost of the underwritten active medical premiums per Bargaining Unit. For example, if the total biweekly cost of the underwritten active medical premium for the Unit is \$20,000 and the total MPS for the Unit is \$20,200, the County would pay the total underwritten active medical premium of \$20,000; and
- (2) An amount equal to the lesser of either (1) the premium for the active employee's vision coverage under the County's vision plan as provided in the MOU's Vision Care Insurance article, or (2) the underwritten premium rate for active employee's vision coverage under the Trust.

- (d) For every employee who elects to participate in the Healthcare Benefits plan under the Trust, contributions for the employee's active Healthcare Benefits premiums will be deducted on a bi-weekly basis from the employee's pay warrant in amounts established by the Trust. Employees may elect to designate the deductions as pre-tax or after-tax, subject to the terms of the County's Section 125 Premium Conversion Plan. The County and SEBA acknowledge that the County is not a party of the Trust, and that the permitted use of Trust funds collected through employee contributions is governed exclusively by the Trust's terms, including but not limited to providing retirement healthcare. The employee's participation in the Healthcare Benefits plan will satisfy one of the eligibility conditions for retirement medical benefits under the Trust.

#### **Section 4 – Compliance with Applicable Law**

- (a) The Trust shall comply with all laws applicable to medical, dental, and vision plans and/or healthcare trust funds and the administration and management thereof.
- (b) In the administration and provision of medical, dental, and/or vision plans, the Trust shall comply with the Consolidated Omnibus Budget Reconciliation Act (COBRA), HIPAA, ACA, and all other applicable laws and regulations. The County and Trust will work together to ensure compliance with COBRA and the Trust's plan(s) shall accept retroactive enrollments and corrections (COBRA and active) within one hundred twenty (120) days to allow for COBRA's notification, election, and payment timeframes.

#### **Section 5 – Indemnification and Insurance**

- (a) In addition to the obligations of the Trust outlined in this article, SEBA will be responsible for administering the Trust and all accounting practices relating to the disbursement of all Trust funds. Accounting practices will be in accordance with industry standards for trust fiduciaries, including the prompt payment of any premiums due to medical plan providers. The parties agree that the County, including its officers, employees, or agents, shall have no responsibility or liability for the operations, management decisions, accounting decisions and practices of the Trust.
- (b) Except where such indemnification is prohibited by law and as set forth in Section 5(c) below, SEBA shall defend (with counsel reasonably approved by the County), indemnify and hold harmless the County and its officers, employees, agents, and volunteers from any and all claims, actions, losses, damages and/or liability arising out of, or in any way related to, the Trust and/or any health plans administration, including those related to the taxable status of employee contributions provided pursuant to this Agreement, and those related to any determination by any state or federal tax authority that contributions required by this agreement do not qualify for pre-tax treatment.
- (c) SEBA's obligation to defend, indemnify and hold harmless as set forth in Section 5(b) above (the "Indemnification") shall not apply to any breach by the County of its obligations under this MOU/agreement, including any acts, errors or omissions of the County, in the provision of the payment of the medical premium subsidy as indicated in Section 3(c) of this agreement and the one-time contribution to the trust as outlined in Section 2(a) of this agreement. Nor shall the Indemnification apply to the County's intentional misconduct or gross negligence. However, the Indemnification shall apply to the County's active or passive negligence.

#### **Section 6 – Eligibility and Enrollment**

- (a) Employees in a Bargaining Unit who are scheduled to work forty-one (41) hours or more per pay period in a regular position must enroll in either the County's Healthcare Benefits plans or SEBA's

Healthcare Benefits plans, unless the employee opts out or waives medical/dental insurance pursuant to the requirements of the Medical and Dental Coverage article. For details on the requirements and eligibility for the SEBA Trust, employees should refer to the SEBA Trust plan document. Medical, dental, and vision coverage and premium subsidies eligibility for active employees will be determined by the terms of the MOU.

- (b) Newly hired eligible employees into any of the Bargaining Units may choose to participate in either the County's Healthcare Benefits plans, or SEBA's Healthcare Benefits plans under the Trust. For avoidance of doubt, all components of an employee's Healthcare Benefits—medical and prescription drug, dental, and vision coverage—must be under either the County's Healthcare Benefits plans, or the SEBA Trust's Healthcare Benefits plans; an employee cannot be simultaneously covered by both vehicles.
- (c) If a newly hired eligible employee fails to select a medical plan upon hire and does not opt out or waive coverage, the employee will be automatically enrolled in the lowest-cost self-only medical and dental coverage options under SEBA's medical and dental plans, assuming such employee is a dues paying SEBA member. If not a dues paying SEBA member, such employee will be automatically enrolled in the lowest-cost self-only medical and dental coverage options under the County's medical and dental plans. If an automatically enrolled employee is responsible for paying premiums for such coverage, the amount will be deducted after-tax from their County compensation; any outstanding premium balance will be the employee's responsibility.
- (d) Employees may only change from SEBA Trust plan to County plan during open enrollment or certain Internal Revenue Code (IRC) Section 125 qualifying events that are consistent with such a change. Employees must sign and provide to the County a written authorization for deductions via paper and/or electronic signature. Such employees shall not be eligible for any coverage under the Trust Plans thereafter.
- (e) Employees who are not members of a Bargaining Unit will be eligible for coverage under the SEBA Trust upon joining a Bargaining Unit. Once eligible, employees will have the option to enroll in either the County's or SEBA's Healthcare Benefits plans. This choice becomes effective on the earliest date permitted by the SEBA and County Healthcare Benefits plans and, if applicable, the County's Section 125 Cafeteria Plan. If the employee does not elect to enroll in the SEBA Trust plans, their existing coverage (or non-coverage) under the County's plans will continue until the next permitted election change date.
- (f) Employees who do not make a new plan selection during open enrollment will automatically retain their current coverage or non-coverage status for the subsequent plan year.
- (g) The open enrollment period and plan year period for the Trust shall coincide with the County's open enrollment and plan year period. The Trust shall work closely with the County in preparation for the County's plan year and production of open enrollment materials. The parties agree that both the County and SEBA may educate employees regarding the Union's Trust and County medical plan options.

## **Section 7 – Administration of Trust**

- (a) The County will transmit eligibility files and all contributions as provided in Section 3 to the Trust on a bi-weekly basis for the purpose of plan administration as required by the Trust. The County will deduct administrative fees provided in Section 7(c) per participating employee from the transfer of

premiums to the trust on a bi-weekly basis. Likewise, the Trust will provide the County on a bi-weekly basis employees' plan elections (e.g., Employee Only, Employee + 1, or Employee + 2 or more). The Trust will be responsible for reconciling any billing discrepancies with their healthcare carrier plans. Any discrepancies identified will be paid or withheld from a future scheduled payment.

- (b) In addition to any other deductions required by this Article and/or MOU, the County shall deduct the following amounts from the employee's pay warrant in accordance with the Section 125 Plan for ongoing administrative costs associated with the active plan under the Trust:

<b>Plan Enrollment in Trust</b>	<b>Per Enrolled Employee Per Pay Period</b>
Medical	\$0.69
Dental	\$0.50
Vision	\$0.23

- (c) The Trust fund shall be administered by healthcare benefit Trustee(s) who shall serve in a legally recognized fiduciary capacity. The Trust shall maintain fiduciary liability insurance coverage for Trustees. The County may request to be listed as an additional insured on an endorsement of the administrator's errors and omission policy.
- (d) The Trust will be responsible for all accounting practices relating to the disbursement of all trust funds. Accounting practices will be in accordance with industry standards for trust fiduciaries, including the prompt payment of any premiums due to health plan providers. To the extent that the County may be required to obtain information from the Trust for the purpose of completing its annual financial statements, the Trust will cooperate in providing necessary information.
- (e) The Trust will be responsible for all policies relating to the investment of trust funds, including reserves. Investment practices will be in accordance with industry fiduciary standards and best practices.
- (f) The parties agree that the County, to include its officers, employees, or agents, shall have no fiduciary or administrative responsibility or liability whatsoever with respect to the Trust or the plans funded by the Trust, including but not limited to the accounting decisions and practices of the Trust, the investment decisions related to Trust funds, or any other aspect of the Trust's or plans' administration or operation.
- (g) The parties will periodically review how the administration of the Trust is working, as necessary. The Trust shall establish a liaison between County's Employee Benefits and Services Division and the Trust Administrator to address such concerns.
- (h) The County reserves the right to unilaterally terminate the concurrent Healthcare Benefits arrangement and cease its County-paid subsidies as provided under Section 3(c) to the Trust should an independent audit of the Trust identify substantial deficiencies or compliance issues. The County will articulate its concerns in writing and provide one hundred twenty (120) days' notice of its intent to terminate the arrangement and cease County-paid subsidies as provided under Section 3(c) if the Trust is unable to rectify these issues within ninety (90) days from the date of the Trust's receipt of the County's deficiency notice.

- (i) The County shall have the ability to review Trust audit results and/or independently conduct its own audit of the Trust, including its operations, compliance, experience, utilization, rate setting documentation and supporting data, loss ratios, expenses, transactions, and financial results as they pertain to the Trust plan.
- (j) The County shall have the ability to meet with SEBA, its Board of Directors, the Trustees, Trust Counsel, or the Trust Administrator, as applicable, to discuss any concerns it has with the Trust.
- (k) The Trust may not terminate any coverage component of Healthcare Benefits under the SEBA plans for eligible active employees during the term of this Agreement. If a provider terminates any coverage component of such Healthcare Benefits, the County will terminate its County-paid subsidies as provided under Section 3(c) for the applicable benefit thirty (30) days prior to plan termination unless the Trust provides a suitable replacement plan such that employees are covered until coverage terminates. The County must be notified at least one hundred twenty (120) days prior to coverage termination.
- (l) The Trust shall cooperate with the County and provide all necessary information to the County within agreed upon or established timelines as set forth in the MOUs, plan documents, applicable law, or pursuant to the County's request in order for the County to fulfill its compliance and regulatory obligations. To the extent allowed by applicable law, Trust shall be responsible for paying any penalties caused by its failure to comply with Trust reporting and compliance requirements. To the extent the Trust is not permitted under applicable law to fund such penalties, SEBA shall take reasonable steps to seek reimbursement to the Trust from any vendors engaged by the Trust that may be responsible for failure to meet reporting and compliance requirements.
- (m) SEBA shall be responsible for the Trust and the Third-Party Administrator of the Trust's plans complying with all provisions of this Article, and any other applicable agreements related to the Trust. The County is not responsible for administration of the Trust and SEBA's compliance with this agreement or any applicable agreements related to the Trust.

This Agreement hereby supersedes and replaces all prior agreements both written and oral relating to the matters covered by this Agreement. In the event any prior agreements shall have terms which conflict with this Agreement, the terms of this Agreement shall control.

#### **Section 8 – Meet and Confer**

- (a) The parties will meet and confer on any Trust-related issues if they are required to do so under Government Code section 3500 et seq. or upon mutual agreement to do so.
- (b) If SEBA proposes to implement a self-insured medical, dental, and/or vision plan, parties agree to meet and confer prior to the implementation.
- (c) Upon the request of SEBA, the County agrees to meet and confer with SEBA, subject to the requirements of the Meyers-Milias-Brown Act and any applicable laws, to discuss any proposed modification for participation/funding/eligibility in the County's RMT or participation/funding/eligibility of any agreed-upon retiree health component of the SEBA-sponsored Healthcare Trust.

#### **Section 9 – Post Employment Healthcare**

Post Employment Healthcare established by SEBA shall not create an Other Post Employment Benefit ("OPEB") liability as indicated by the accounting and reporting requirements under the Government



Accounting Standards Board (“GASB”) or other liability for the County as determined by the County. Upon request, the Trust will provide the County sufficient documentation and information for the County to conduct an analysis to determine liability for the County.

### **Section 10 – Choice of Law and Venue**

Neither the grievance procedure nor any administrative process shall apply to disputes regarding this article. This does not prohibit mediation upon mutual agreement of the parties.

This article shall be governed by and construed according to the laws of the State of California. The parties agree that the venue of any action or claim brought by any party to this article will be the Superior Court of California, San Bernardino County, San Bernardino District. Each party hereby waives any law or rule of the court which would allow them to request or demand a change of venue. If any action or claim concerning the article is brought by any third-party and filed in another venue, the parties hereto agree to use their best efforts to obtain a change of venue to the Superior Court of California, San Bernardino County, San Bernardino District.

### **Section 11 – Loan Agreement**

- (a) The County has paid \$1,521,557 (“County Funds”) to SEBA to assist with the development and implementation of its Healthcare Trust Program. The terms of the loan are set forth below and by virtue of Section 2, the loan will be paid in full. Thereafter the language below is included for historical purposes.
- (b) SEBA used the County Funds exclusively for the development and implementation of its Healthcare Trust Program for SEBA members.
  - (1) **Deferred Interest:** Upon SEBA receiving County Funds, interest will begin to accrue at the County Treasury Pool rate, which shall be updated monthly through December 31, 2025 (“Deferred Interest”). Deferred Interest will be calculated based on the actual monthly-updated County Treasury Pool rate applied to the outstanding balance. As of December 31, 2024, the County Treasury Pool rate is 4.19%. If this rate remained constant, the estimated Deferred Interest for ten months would be \$53,970.29, subject to final recalculations based on actual monthly rates.
  - (2) **Amortized Interest:** Effective January 1, 2026, County Funds plus Deferred Interest will be amortized over the term of the repayment period. Interest shall be calculated using the weighted average County Treasury Pool rate during the Deferred Interest period and will be applied to the total outstanding balance (“Amortized Interest”). The estimated Amortized Interest payments over a twelve-month period, assuming a 4.19% rate, would be \$35,986.40; however, the final payment amounts may vary based on the actual average rate.
  - (3) **Repayment:** SEBA shall initiate repayment of the County Funds plus Deferred Interest and Amortized Interest to the County beginning on January 1, 2026. SEBA shall repay to the County all of the County Funds, Deferred Interest, and Amortized Interest within twelve months after making its first installment, due on February 1, 2026.
  - (4) **Repayment Schedule:** Beginning February 1, 2026, and on or before the first of every month for twelve consecutive months, SEBA agrees to make monthly payments to the County in the estimated amount of \$134,292.81, subject to final interest calculations based on the actual County Treasury Pool rates. No penalty will be applied for early repayment.

- (c) SEBA will provide the County with documentation to demonstrate that it has used the County Funds exclusively for the purposes stated in subsection b. above upon request.
- (d) Upon occurrence of any one or more of the following, the County may, at its sole discretion, declare all County Funds, Deferred Interest, and amortized interest immediately due and payable:
  - (1) County discovers that in entering this Agreement SEBA failed to disclose or misrepresented any fact County deemed to be material.
  - (2) SEBA defaults or breaches any of the terms of this Agreement.
  - (3) SEBA fails to provide County documentation to demonstrate that it has used the County Funds exclusively for the purposes stated in subsection b. within 5 days of County's request.
  - (4) The County learns through any means that the County Funds were not used for the purposes stated in subsection b.
  - (5) SEBA fails to make any payment on time.

## IMPLEMENTATION

This MOU constitutes a mutual agreement by all parties to be jointly submitted to the Board of Supervisors for approval. It is agreed that this MOU shall not be binding upon the parties either in whole or in part unless and until approved by the Board of Supervisors.

Any changes to this MOU, which do not have specific effective dates, become effective on the date of Board of Supervisors approval. Any economic changes to this MOU, which do not have specific effective dates, become effective the beginning of the pay period following Board of Supervisors approval.

## LAYOFF

### Section 1 – Layoff Policy

Whenever possible, loss of employment for regular County employees shall be avoided by transfer, demotion, or temporary work. During the first year following a layoff, laid off employees shall have first consideration for any vacancies in a classification for which qualifications are deemed suitable by the Director of Human Resources.

After one (1) year on the layoff list, the names of employees shall be transferred to the appropriate open or promotional list. The duration of such placement shall not exceed two (2) years.

### Section 2 – Definition of Layoff

Layoff is the involuntary separation or demotion of a regular employee without fault of the employee.

### Section 3 – Notification

Whenever the appointing authority anticipates a surplus of employees in regular positions, immediate notification to the Director of Human Resources and SEBA shall be made. The notification shall include the anticipated number and classifications of employees to be laid off and a plan for conducting an orderly layoff to reduce adverse effect on employees to be laid off.

**Section 4 – Order of Layoff**

Layoffs shall be by classifications unless the appointing authority, with the approval of the Director of Human Resources, deems it for the best interests of the service to make reductions in classification first and thereby cause separation from the service only in the lower ranks. The services of all provisional, temporary, and probationary employees in the classification affected within the interested department shall be terminated in that order before any reduction in the regular force. Layoffs among regular employees shall be made on the basis of seniority determined by the employee's current beginning date of continuous service in a regular position with San Bernardino County. A regular employee who accepts demotion in lieu of layoff retains layoff rights to his former classification.

**Section 5 – Short-Term Layoffs**

Layoffs for periods not to exceed fifteen (15) consecutive work days may be made in any order for reasons approved by the Director of Human Resources.

**Section 6 – Exception to Order of Layoff**

Whenever the appointing authority believes that the best interests of the service require the retention of employees with special qualifications, characteristics, and fitness for the work, the appointing authority may request an exception to the order of layoff. Such requests must be in writing to the Director of Human Resources and must be supported by the appointing authority's reason. A copy of such request shall be submitted to SEBA at that time.

**LEAVE PROVISIONS****Section 1 – Sick Leave**

- (a) Definition – Sick leave with pay is an insurance or protection provided by the County to be granted in circumstances of adversity to promote the health of the individual employee. It is not an earned right to time off from work. Sick leave is defined to mean the authorized absence from duty of an employee because of illness, injury, pregnancy, exposure to contagious disease, attendance upon an ill member of the employee's family member, or for a medical, optical, or dental appointment, for certain purposes related to being a victim of domestic violence, sexual assault, or stalking, or other purpose authorized herein. Such authorized absence may include attendance upon the parent(s) of an employee, not to exceed a total of eighty (80) hours per calendar year. In addition, a maximum of forty (40) hours earned sick leave may be used for bereavement due to the death of an employee's family member, or any relative living with the employee.
- (b) Family Member – Family Member is defined by Labor Code section 245.5 as a parent, spouse, registered domestic partner, grandparent, grandchild, sibling, or any person designated by the employee at the time the employee requests paid sick leave. An employee shall not identify more than one "designated person" as a family member in a 12-month period from the first day of designation. Child means a biological, foster, or adopted child, a step child, a legal ward, a child of a domestic partner or a child of a person standing in loco parentis. Parent means a biological, foster, or adoptive parent, a stepparent, legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child. Domestic Partner is defined by California Family Code Section 297.

- (c) Accumulation – Employees in regular positions shall accrue sick leave for each payroll period completed, prorated on the basis of ninety-six (96) hours per year, or 3.69 hours per pay period. Earned sick leave shall be available for use the first day following the payroll period in which it is earned. There shall be no limit on sick leave accumulation. The minimum charge against accumulated sick leave shall be fifteen (15) minutes. Employees in regular positions budgeted less than eighty (80) hours per pay period shall receive sick leave accumulation on a pro-rata basis.
- (d) Compensation – Approved sick leave with pay shall be compensated at the employee's base rate of pay (including POST Incentive Pay).
- (e) Administration
  - (1) Investigation – It shall be the responsibility and duty of each appointing authority to investigate each request for sick leave and to allow sick leave with pay where the application is determined to be proper and fitting, subject to approval of the Director of Human Resources.
  - (2) Notice of Sickness – The appointing authority or designated representative must be notified at least one (1) hour prior to the start of the employee's scheduled tour of duty of a sickness on the first day of absence. For employees assigned to 24-hour institutions (e.g., correctional facilities) the appointing authority or designee should be notified at least two (2) hours prior to the start of the employee's scheduled tour of duty of a sickness on the first day of absence and must be notified at least one (1) hour prior to the start of the employee's scheduled tour of duty. It is the responsibility of the employee to keep the appointing authority informed as to continued absence beyond the first day for reasons due to sickness. Failure to make such notification may result in denial of sick leave with pay.
  - (3) Review – The Director of Human Resources may review and determine the justification of any request for sick leave with pay and may, in the interest of the County, require a medical report by a doctor to support a claim for sick leave pay.
  - (4) Proof – A doctor's certificate or other adequate proof of illness shall be provided by the employee in all cases of absence due to illness when requested by the appointing authority. Requests for proof of illness will be made in compliance with the California Labor Code.
  - (5) Improper Use – Evidence substantiating the use of sick leave for trivial indispositions, instances of misrepresentation, or violation of the rules defined herein shall be construed as grounds for dismissal or such other action as may be deemed proper and necessary by the appointing authority and/or the Board of Supervisors.
  - (6) Misconduct – Sick leave with pay may be denied if the absence is found to be due to willful injury, gross negligence, intemperance, improper conduct or willful absence without leave on the part of the employee.
- (f) Workers' Compensation – As provided in Section 4850 of the Labor Code, a Safety Unit employee who is injured in the line of duty is entitled to full salary in lieu of Workers' Compensation benefits and sick leave for a period not to exceed one (1) year. After the employee has used one (1) full year of such 4850 time, said employee may use accumulated sick leave with pay with the approval of the appointing authority to augment temporary disability payments if said employee is still temporarily disabled by order of an accepted physician under the Workers' Compensation sections or until said employee is retired.

- (g) Separation – Unused sick leave shall not be payable upon separation of the employee, except as provided in the Retirement Medical Trust Article.

## Section 2 – Annual Leave

- (a) Definition – Annual leave is granted in lieu of any other vacation or holiday leave provisions. Annual leave is a right, earned as a condition of employment, to a leave of absence with pay for the recreation and well-being of the employee. Under unusual circumstances, annual leave may be used for sick leave purposes upon a special request of the employee and with the approval of the appointing authority.

- (b) Accumulation

All employees in regular positions shall accrue, on a pro-rata basis, annual leave time for completed service hours, up to eighty (80) hours per pay period. Such annual leave time shall be available for use on the first day following the pay period in which it is earned, provided an employee has completed 1,040 hours of continuous service from the employee's date of hire in a regular bargaining unit position. Employees in regular positions budgeted less than eighty (80) hours per pay period shall receive annual leave accumulation on a pro-rata basis.

Length of Service from Hire Date	Annual Leave Allowance	Maximum Allowed Unused Balance
After 1,040 and through 8,320 service hours	184 hours	344 hours
Over 8,320 service hours and Through 18,720 service hours	224 hours	424 hours
Over 18,720 service hours	264 hours	558 hours

- (c) Court Holidays

- (1) Employees assigned to the Court Service Bureau of the Sheriff's Department shall use annual leave for the following court holidays:

New Year's Day	Labor Day
Memorial Day	Thanksgiving
June 19 <sup>th</sup> *	Day after Thanksgiving
Independence Day	Christmas Day

When a court holiday falls on a Sunday, the next day, Monday, shall be observed as the holiday.

*\*In the event that the Court Service Bureau recognizes June 19<sup>th</sup> as a court holiday.*

- (2) Whenever an employee is required to work on a fixed holiday, the time will be coded as work time and not charged against the employee's annual leave bank.
- (3) If an employee does not have sufficient annual leave for the holiday, the employee will use compensatory time off. If the employee has no compensatory time off, the employee will use approved absence without pay. An employee who has been employed less than 1,040 hours and/or did not have the opportunity to accrue sufficient annual leave time will be given the

option of working another assignment designated by the appointing authority, using compensatory time off, or taking approved leave without pay. An employee can work the holiday upon request of the employee only if work is available and upon approval by the appointing authority.

(4) Other court holidays shall be considered regular work days.

(d) County Fixed Holidays in the Office of the District Attorney

Any newly hired District Attorney Investigator shall be credited with 40 hours of leave to use on County Fixed Holidays during the first 1,040 hours of employment. Such hours will be offset against the amount of Annual Leave granted to the employee after the completion of the 1,040 service hours.

EXAMPLE: A DA investigator is hired February 1 and credited with 40 hours of leave. The employee codes 8 hours for each of the 3 County Fixed Holidays that fall within the period from hire date to 1,040 hours of continuous service. At 1,040 continuous service hours, the employee will be credited with 64 hours of Annual Leave computed as follows: 88 hours Annual Leave minus the 24 hours of leave previously coded on the County Fixed Holidays, leaving the employee with a balance of 64 hours Annual Leave.

(e) Administration

- (1) Annual leave shall be taken annually at the discretion of the appointing authority, and at such times as will not impair the work schedule or efficiency of the department. The parties recognize that it is the responsibility of the employee to keep track of their own leave balances and to endeavor to keep the leave balance within the maximum allowable unused balance. Every effort will be made to enable employees to take time off to remain below the maximum balance; however, to facilitate scheduling the employee should provide at least six (6) pay periods advance notice of reaching the maximum balance to the appointing authority or designee. No employee, however, shall lose earned annual leave time because of work urgency or during leave of absence under Section 4850 of the Labor Code. If an employee has reached the maximum allowed unused balance due to work urgency or leave of absence under Section 4850 of the Labor Code and is unable to take an annual leave, the appointing authority will notify the Auditor-Controller/Treasurer/Tax-Collector of the situation and approve one (1) waiver per calendar year of the maximum allowed unused balance for a period not to exceed thirteen (13) pay periods, or in the case of a 4850 leave, not to exceed thirteen (13) pay periods from date the employee returns to duty.
- (2) The minimum charge against accumulated annual leave shall be fifteen (15) minutes or multiples thereof. Annual leave shall be compensated at the employee's base rate of pay, including POST Incentive Pay.
- (3) Employees not planning to return to County employment at the expiration of an annual leave, except those retiring, shall be compensated at their base rate of pay (including POST Incentive Pay) in a lump sum payment for accrued annual leave and shall not be carried on the payroll. Retiring employees may elect to use annual leave to enhance retirement benefits or be compensated in a lump sum payment for accrued time, provided that each pay period the employee charges the number of hours in their regular scheduled tour of duty. Terminating employees not covered by the above provisions shall be compensated at their base rate of pay

(including POST Incentive Pay) for accrued annual leave that they were entitled to use as of the date of termination.

- (4) On one (1) occasion during each calendar year, an employee who has utilized eighty (80) or more hours of annual leave during the previous calendar year may elect to convert into a cash payment, at the base rate of pay (including POST Incentive Pay) then in effect, up to sixty (60) hours of accrued annual leave.

In order to sell back annual leave prior to termination or retirement, an employee must make an irrevocable election (i.e., pre-designation) during the month of December, specifying the number of hours to be sold back from the next calendar year's annual leave time accrual. Such election must be made in a single block of not more than sixty (60) hours. During the calendar year following the pre-designation, no more than three (3) requests may be made to cash out the annual leave in a single block of not less than eight (8) hours and no more than sixty (60) hours. An employee shall be eligible to cash-out annual leave hours accrued up to the preceding period in which they requested the cash-out. For example, an employee who requests a cash-out in pay period 15 can only cash-out annual leave accrued through pay period 14. The number of hours requested for cash-out shall not exceed an amount equal to or less than the amount accrued. For example, an employee in December 2024 makes a pre-designation to cash-out 25 hours. The employee accrues 4.61 hours of annual leave per pay period. At the end of pay period 2 the employee can request to cash-out the 8 hours of annual leave that she had accrued, but is not yet eligible to cash-out the entire 25 pre-designated hours because the employee has yet to accrue 25 hours of annual leave. Once an election is made, the employee must request that the designated number of hours actually be sold back by pay period 25 of the calendar year in which the election is effective, or the hours will be automatically converted into cash in pay period 26.

- (5) Prior Service – Effective August 3, 2019, employees newly hired into regular positions who have been employed in a public jurisdiction in a comparable position immediately prior to hire into this Unit may receive credit for up to four (4) years (full time equivalent) previous experience into the former agency(s) in determining their Annual Leave accrual rate. Such determination as to the comparability of previous experience and amount of credit to be granted rests solely with the Director of Human Resources. Such requests must be made at the time of hire or as soon as possible thereafter, but in no event later than one (1) year from the employee's hire date.
- (6) District Attorney employees hired prior to August 3, 2019, may submit a request for up to four (4) years of prior service credit within 30 days after Board of Supervisor approval of this Agreement. Such credit shall be used in determining the Annual Leave accrual rate after the employee's request has been approved. If the employee's request is approved, employee shall also receive a lump sum of leave hours based on the amount of leave they would have accrued if the prior service credit was applied as of August 3, 2019.
- (f) Grandfather Bank – Employees who have accrued annual leave (previously vacation and holiday leave) in excess of that allowed under this Article as of July 14, 1979, shall be allowed to maintain their total balance as of June 2, 1979, provided, however, that any payment of such total balance at the time of retirement or separation shall be based on the base rate of pay in effect immediately preceding June 2, 1979. The employee shall have the option to select whether any use of annual leave shall be charged against time accrued prior to June 2, 1979, or time accrued subsequent to June 2, 1979.

### Section 3 – Compulsory Leave

If in the opinion of the appointing authority an employee could be incapacitated for work for physical or psychological reasons, an examination may be required by a physician or other competent authority designated or approved by the Director of Human Resources. If the examination report shows the employee to be in an unfit condition to perform the duties required of the position, the appointing authority shall have the right to compel such employee to take sufficient leave of absence with or without pay, or to transfer to another position without reduction in compensation and to follow a prescribed treatment regimen until medically qualified to return to unrestricted duty.

If an employee temporarily does not possess a job prerequisite, until such time as the deficiency disappears, the appointing authority shall compel the employee either (1) to take a leave of absence with or without pay or (2) to transfer to another position without a reduction in pay; provided that nothing herein shall inhibit the ability of the appointing authority to impose appropriate discipline.

### Section 4 – Military Leave

As provided in the California Military and Veterans Code Section 395 et seq., and any amendment thereto, and the federal Uniformed Services Employment and Reemployment Rights Act of 1994, a County employee, regular, extra-help, or recurrent may be entitled to the following rights concerning military leave:

- (a) Definition – Military leave is defined as the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training (weekend drills), full-time National Guard duty, and a period for which an employee is absent for the purpose of an examination to determine the fitness of the person to perform any such duty.
- (b) Notice and Orders – All employees shall provide advance notice of military service unless military necessity prevents the giving of notice or the giving of notice is impossible or unreasonable. Where available, copy of military orders must accompany the request for leave.
- (c) Temporary Military Leave – Any employee who is a member of the reserve corps of the Armed Forces, National Guard, or Naval Militia shall be entitled to temporary military leave of absence for the purpose of active military training, inactive duty training, encampment, naval cruises, special exercises or like activities provided that the period of ordered duty does not exceed one hundred eighty (180) calendar days, including time involved in going to and returning from such duty. While on paid status, an employee on temporary military leave shall receive the same annual, sick leave, step advances and benefits that would have been enjoyed had the employee not been absent, providing such employee has been employed by the County for at least one (1) year immediately prior to the date such leave begins. In determining the one (1) year employment requirement, all time spent in recognized military service, active or temporary, shall be counted. An exception to the above is that an uncompleted probationary period must be completed upon return to the job. Any employee meeting the above one (1) year employment requirement shall be entitled to receive their regular salary or compensation, pursuant to Section (e) of this Article.
- (d) Full-Time Active Duty – Employees who resign from their positions to serve in the Armed Forces for more than one hundred eighty (180) days, shall have a right to return to their former classification upon serving written notice to the appointing authority, no later than ninety (90) days after completion of such service. Returning employees are subject to a physical/psychological examination.



Should such employee's former classification have been abolished, then the employee shall be entitled to a classification of comparable functions, duties, and compensation if such classification exists, or to a comparable vacant position for which the employee is qualified.

The right to return to former classification shall include the right to be restored to such civil service status as the employee would have if the employee had not so resigned; and no other person shall acquire civil service status in the same position so as to deprive such employee of this right to restoration.

Eligible employees are also entitled to the reemployment and benefit rights as further described in the Uniformed Services and Employment and Reemployment Rights Act, 38 U.S.C. Sections 4301-4333. Specifically, a returning employee will receive restoration of original hire date, salary step, annual accrual rate, sick leave balance (unless the employee has received payment for unused sick leave in accordance with provisions contained herein), the retirement plan contribution rate and retirement system contributions (provided the employee complies with any requirements established by the Retirement Board). However, such employee will not have accrued annual, sick leave, or other benefit while absent from County employment, except as provided in the temporary duty provision.

- (e) Compensation – Any employee meeting the requirements in (c) shall be entitled to receive their regular salary or compensation for the first thirty (30) calendar days of any such leave per fiscal year. Employees shall be paid only for their regularly scheduled workdays that fall within the thirty (30) calendar days. For example, an employee regularly scheduled to work Monday through Thursday, for ten (10) hours per shift, who takes military leave for thirty (30) consecutive days, will be paid approximately forty (40) hours per week from Monday through Thursday, but will not receive paid military leave on Friday, Saturday, or Sunday each week because those are not regularly scheduled workdays. Employees who are called in for a medical examination to determine physical fitness for military duty may use sick leave, annual leave, leave without pay, or make up the time. Employees cannot be required to use their accrued leave.
- (f) Extension of Benefits – The County recognizes the increased requirements of the military due to the current threats facing the United States of America and, as such, has established a program under which employees may be eligible for an extension of benefits. Employees who are involuntarily called to active duty as a result of the activation of military reservists beginning in September 2001, and who are eligible to receive the thirty (30) calendar day military leave compensation, and meet the requirements established by the Board, shall receive the difference between their base County salary and their military salary starting on the 31st calendar day of military leave. The difference in salary shall continue for the period approved by the Board of Supervisors. During this period, the County will continue to provide the employee the benefits and all leave accruals as was provided prior to such active duty. Retirement contributions and credit will be granted if the employee had enough pay to cover the entire contribution. If the employee does not get enough pay to cover the retirement contribution, no contribution or credit will be given. Employees should note that the Accidental Death and Dismemberment (AD&D) plan contains a war exclusion.

If the employee becomes eligible for full County payment for the first thirty (30) days of military leave provided in (c) of this Article, the extended payments provided under this Section shall be suspended and shall be continued after the thirty (30) days compensation has been completed.

No compensation shall be paid beyond the thirty (30) day leave period, unless such compensation is expressly approved by the Board of Supervisors.

(g) Annual and Military Leave – Employees shall not be permitted to take annual or other accrued leave in lieu of the military leave provisions provided in Section (c) of the Article. Employees may elect to use accrued leave time, except sick leave, in lieu of the integrated pay in Section (f) of this Article under the following conditions:

- (1) The employee must decline in writing the benefits of Section (f) of this Article prior to the due date of the Time and Labor Report (TLR). The employee must include the dates for which they are declining the benefit.
- (2) The employee must use accrued leave time for the entire pay period (i.e., County pay will not be integrated with military pay for partial pay periods).
- (3) Such written declination cannot be revoked or amended at a later date for a pay period for which the TLR has already been submitted.
- (4) Benefits, leave accruals, and pay will be administered per normal procedures for annual leave pay; no additional benefits otherwise granted under this Article will be available.

Employees may elect to use accrued leave time, except sick leave, once all paid benefits have been exhausted.

#### **Section 5 – Political Leave**

Any employee who is a candidate for public office (i.e., a candidate who has filed the appropriate documents) shall have the right to a leave of absence without pay for a reasonable period to campaign for the election. Such leave is subject to the conditions governing Special Leaves of Absence Without Pay contained herein.

#### **Section 6 – Special Leaves of Absence Without Pay**

A special leave without pay for a period not exceeding one (1) year, unless extended, may be granted to an employee who :

- (a) Is medically incapacitated to perform the duties of the position.
- (b) Desires to engage in a relevant course of study which will enhance the employee's value to the County.
- (c) Takes a leave pursuant to the federal Family Medical Leave Act of 1993, the California Family Rights Act, and/or Pregnancy Disability Leave provisions under the Fair Employment and Housing Act (FEHA).
- (d) Is approved for any reason considered appropriate by the appointing authority and the Director of Human Resources.

Such request must be in writing and requires the approval of the appointing authority and the Director of Human Resources. The employee is responsible for providing appropriate documentation to justify the reasons for the special leave of absence (e.g. medical documentation from a qualified health practitioner) prior to approval. Upon request, the appointing authority and the Director of Human Resources may grant successive leaves of absence (e.g. employees who meet the eligibility requirements for a disability retirement) with appropriate documentation.

Leaves of absence without pay may be given to an employee with or without right to return to classification. At the expiration of leaves without right to return, the employees must contact the

Director of Human Resources to have their names referred for a sixty (60) calendar day period to all job openings in their classification for reemployment without examination, such time to run concurrently with the one hundred and eighty (180) calendar day period provided in the Reemployment Article herein. The employee must be appointed to a position within this sixty (60) day period or be terminated. At the expiration of leaves with right to return, the employee will have the right to return to a vacant position within the department in their current classification.

An employee who is pregnant has the right to continue performing the regular duties of her position until a medical authority determines that she is unable to perform those duties. At that time, if requested by the employee, the appointing authority will make every effort to find other duties the employee can perform until she is disabled due to her pregnancy or childbirth.

A pregnant employee who is medically able to perform the duties of her position but who prefers to be reassigned to available duties that are less strenuous and/or less dangerous, may request a reassignment under the conditions listed above. If the appointing authority is unable to find other suitable duties, and the employee prefers a leave of absence to continuing to perform her regular duties, a leave of absence with right to return will be granted.

#### **Section 7 – Relocation Leave**

Employees in regular positions who are required by an appointing authority to change their principal place of residence because of a reassignment to meet the needs of the service shall be granted time off with pay at their base rate of pay not to exceed sixteen (16) work hours.

#### **Section 8 – Jury Duty Leave**

Employees in regular positions who are summoned to jury duty shall be entitled to base pay for those hours of absence from work, provided the employee deposits fees for service, other than mileage, with the County Treasurer. Such employees will further be required to deliver a "Jury Duty Certification" form at the end of the required jury duty to verify such service. Employees called for Grand Jury duty shall be granted a leave of absence without pay to perform the duties of a member of the Grand Jury.

#### **Section 9 – Examination Time**

Employees in regular positions shall be entitled to a reasonable amount of leave with pay for the purpose of applying for and taking County promotional examinations (e.g., selection interviews). Employees are responsible for notifying and obtaining approval from their immediate supervisor prior to taking such leave. Examination time shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate. An employee is not entitled to compensation for any examination process that occurs outside their scheduled work shift or on a day that the employee is not scheduled to work. Further, an employee is not entitled to compensation for any examination process when promoting outside of a SEBA-represented bargaining unit that can ordinarily be completed outside their scheduled work shift or on his/her own non-working time (e.g., online exams), or on a day that the employee is not scheduled to work.

#### **Section 10 – Witness Leave**

Employees in regular positions shall be entitled to a leave of absence from work when subpoenaed to testify as a witness, such subpoena being properly issued by a court, agency, or commission legally empowered to subpoena witnesses. This benefit shall not apply in any case in which the subpoenaed employee is a party to the action, or the subpoena has arisen out of the employee's scope of

employment. Witness leave shall not be charged against any accumulated leave balances and shall be compensated at the employee's base hourly rate. This benefit will be paid only if the employee has demanded witness fees at the time of service of the subpoena, and such fees are turned over to the County.

### **Section 11 – Blood Donations**

Employees in regular positions who donate blood without receiving compensation for such donation may have up to four (4) hours off to recover with pay as necessary, provided the employee has received prior approval of the immediate supervisor to make the donation. This benefit shall not be charged to any accumulated leave; provided, however, that any time in excess of four (4) hours must be charged to accumulated sick leave or be taken as leave without pay. Evidence of each donation must be presented to the appointing authority to receive this benefit.

### **Section 12 – Failure to Return After Leave**

Failure of an employee to report to work at the expiration of a leave of absence shall separate the employee from the service of the County and be considered, in effect, a resignation unless extenuating circumstances can be justified to the appointing authority who may approve additional leave.

## **LIFE INSURANCE**

### **Section 1**

The County agrees to make available to each employee a group term life insurance program wherein the employee may purchase, through payroll deductions, term life insurance in accordance with the amounts specified in the Certificate of Insurance. New employees shall become initially eligible to participate in these programs on the first day of the pay period following the pay period in which the employee is in paid status.

The County agrees to provide these benefits subject to carrier requirements as specified in the Certificate of Insurance. Selection of the insurance provider(s), the method of computing premiums and administration of the plan shall be within the sole discretion of the County.

### **Section 2**

The County shall provide at County expense to all employees assigned in the normal course of their regular duties to the Arson/Bomb Squad, the Narcotics Division, the IRNET Division, the Specialized Enforcement Detail, the District Attorney Consumer and Environmental Protection Unit, to the position of Motorcycle Traffic Officer, and employees in the Scientific Investigations Division who regularly work with and/or are exposed to dangerous substances a sixty thousand dollar (\$60,000) face value occupational accidental death and dismemberment policy. Selection of the insurance provided shall be at the sole discretion of the County.

## **DISABILITY INSURANCE**

Effective the pay period following Board approval of this Agreement, but no sooner than October 4, 2025, at the beginning of each month the County will pay to SEBA fifty-three dollars (\$53.00) times the number of unit employees in regular positions at that particular time for the disability plan administered by SEBA. Participation is mandatory for all Safety Unit employees. SEBA shall have sole fiduciary and

administrative responsibility for the disability plan. These payments shall not be reported to the Retirement System as "Compensable Earnable."

## **MEDICAL AND DENTAL COVERAGE**

### **Section 1 – Medical and Dental Plan Coverage**

(a)

All eligible employees scheduled to work forty one (41) hours or more per pay period in a regular position must enroll in a medical and dental plan offered by the County or SEBA Healthcare Trust. Employees who fail to elect medical plan coverage will be automatically enrolled in the medical and dental plan with the lowest bi-weekly premium rates available in the geographical location of the employee's primary residence. Medical and dental plan coverage will become effective on the first day of the pay period following the pay period in which the employee is scheduled to work forty one (41) or more hours and in paid status.

(b)

To continue enrollment in a County-sponsored medical and dental plan, an employee must remain in a regular position scheduled to work a minimum of forty one (41) hours and in paid status or be on an approved leave pursuant for which continuation of medical and dental coverage is expressly provided, or be eligible for and have timely paid the premium for COBRA continuation coverage.

(c) Eligible employees may elect to enroll their dependents upon initial eligibility for medical and dental insurance. Thereafter, newly eligible dependents may be enrolled within the specified time frame in accordance with the County Plan Documents and/or applicable IRS regulations of obtaining dependent status, such as birth, adoption or marriage.

(d) Dependent(s) must be removed mid-Plan year when a dependent(s) becomes ineligible for coverage under the insurance plan eligibility rules (e.g., divorce, termination of domestic partnership, or over age dependent). Employees are responsible for notifying the County within sixty (60) days of a dependent's change in eligibility for the County plans.

(e) Enrollment elections must remain in effect for the remainder of the Plan year to the extent permitted under IRS regulations.

(f) Notification of a mid-year qualifying event must be submitted to the Employee Benefits and Services Division in accordance with procedures adopted by the County.

(g) Premiums for coverage will be automatically deducted from the employee's pay warrant. If the employee does not have sufficient earnings to cover the deduction for premiums, the employee must make alternative payment arrangements that are acceptable to the Employee Benefits and Services Division. Failure to pay premiums will result in loss of coverage for the employee and/or the dependents.

### **Section 2 – Opt-out and Waive**

(a) Employees eligible for medical and dental plan coverage who are also enrolled in a comparable group medical and/or dental plan sponsored by another employer may elect to opt-out of County-sponsored medical and/or dental coverage (opt-out).

- (b) Employees eligible for medical and dental plan coverage who are covered by a spouse, domestic partner, or parent who is also employed by the County may elect to waive their County-sponsored medical and/or dental plan (waive).
- (c) To receive the opt-out or waive amounts of this Section the employee must be in paid status.
- (d) Employees who completed more than eighteen (18) years of service with the County as of December 24, 2005, who previously elected to opt-out or waive to a spouse and continue to opt-out or waive will continue to receive one-hundred and thirty-eight dollars and forty-six cents (\$138.46) per pay period. All other unit employees who elect to opt-out of County-sponsored medical plan coverage or employees who waive to a spouse during the term of this MOU will receive twenty dollars (\$20.00) per pay period in lieu of the Medical Premium Subsidy described below.
- (e) The rules and procedures for electing to opt-out or waive of County-sponsored medical and dental plan coverage are established and administered by the Employee Benefits and Services Division.
  - (1) Employees may elect to opt-out or waive County medical and/or dental plan(s) within sixty (60) calendar days of the effective date of coverage of another employer-sponsored group plan. Proof of initial gain of other group coverage is required at the time that opt-out or waive is elected.
  - (2) Employees may also elect to opt-out or waive County-sponsored medical and/or dental plan(s) coverage during an annual open enrollment period. All employees who are newly opting-out or waiving during an open enrollment period must provide verification of other group coverage.
  - (3) Employees who opt-out or waive and who voluntarily or involuntarily lose their other group medical and/or dental plan coverage must enroll in a County-sponsored medical and/or dental plan within sixty (60) calendar days. Enrollment in the County-sponsored plan will be provided in accordance with the requirements of the applicable plan. If the employee elects not to enroll their eligible dependents, the dependents may only be added at a subsequent annual open enrollment period or during an eligible mid-year change.
  - (4) There must be no break in the employee's medical and/or dental plan coverage between the termination date of the other employer group coverage and enrollment in a County medical and/or dental plan. Terms and conditions of the applicable plan will determine the required retroactive enrollment period and premiums required to implement coverage. Failure to notify the County of loss of group coverage within sixty (60) calendar days will require the employee to pay their insurance premiums retroactively on an after-tax basis.

### **Section 3 – Medical Subsidies**

- (a) The County has established a Medical Premium Subsidy (MPS) in an amount that would offset a portion of the cost of medical plan premiums charged to eligible employees. The MPS shall be applied to medical insurance premiums only and shall not be applicable to dental plan premiums. The applicable MPS amount shall be paid directly to the provider of the County-sponsored medical plan in which the eligible employee has enrolled. In no case shall the MPS exceed the total cost of the medical insurance premium for the coverage selected (e.g., when the MPS amounts below exceed the lowest cost HMO).

- (b) Employees shall receive a Medical Premium Subsidy (MPS) in the amounts per pay period as set forth below:

<b>Effective the pay period following Board approval of this Agreement but no sooner than 10/04/2025</b>	
EE Only – Low Cost HMO	\$287.43
EE Only – High Cost HMO	\$312.97
EE + 1 – Low Cost HMO	\$574.71
EE + 1 – High Cost HMO	\$640.75
EE + 2 – Low Cost HMO	\$803.47
EE + 2 – High Cost HMO	\$896.96

<b>Effective 7/11/2026</b>	
EE Only – Low Cost HMO	\$326.86
EE Only – High Cost HMO	\$355.91
EE + 1 – Low Cost HMO	\$653.55
EE + 1 – High Cost HMO	\$728.66
EE + 2 – Low Cost HMO	\$913.70
EE + 2 – High Cost HMO	\$1020.02

- (c) Employees who elect Preferred Provider Organization (PPO) coverage shall receive the same MPS amounts as those who elect coverage with the highest cost HMO.

- (d) Eligibility:

Employees in a regular position scheduled for a minimum of forty-one (41) hours per pay period are eligible to receive the benefits of this Section in the amounts described in (b) above. However, employees must be in paid status in order to receive the benefits of this Section.

#### **Section 4 – Needles Medical Premium Subsidy**

For employees assigned to work in the Needles, Trona, and Baker work locations, the County will establish a “Needles Subsidy.” To be eligible for the Needles Subsidy the employee must be enrolled in a medical plan and receive MPS. The Needles Subsidy will be paid by the employee’s Department and will be equal to the amount of the premium difference between the indemnity medical plan offered in these specific work locations and the HMO medical plan with the most comparable benefits design (e.g. similar copayment amounts, out-of-pocket maximums, etc.) provided by the County. The applicable Subsidy amount shall be paid directly to the provider of the County-sponsored medical plan in which the eligible employee has enrolled. This Subsidy will be established each year when premiums change for the County-sponsored medical plans. The Subsidy will be discontinued when the HMO medical plan with the most comparable benefit design becomes available to the employees.

**Section 5 – Eligibility for MPS While on Leave**

- (a) FMLA/CFRA - Employees who are on an approved leave pursuant to FMLA/CFRA and whose paid hours in a pay period are less than forty-one (41) hours will continue to be enrolled in a County-sponsored medical plan and receive the MPS in accordance with applicable law.

An employee who does not otherwise meet the requirements for FMLA and/or CFRA (e.g., an employee who has not actually worked 1,250 hours during the applicable twelve (12) month rolling period) after the employee has received the MPS, shall not be eligible for continuation of the MPS in the subsequent year. For example, an employee who is off work continuously for two years, and has received the MPS for a total six (6) pay periods during his/her absence, shall not be eligible for the continuation of MPS in the next rolling year.

- (b) Per Episode of Illness or Injury - Employees who are on an approved medical leave of absence and whose paid hours are less than 41 hours will continue to receive MPS for up to six (6) pay periods per episode of illness or injury.
- (c) Pregnancy Disability Leave (PDL) – An employee on an approved Pregnancy Disability Leave is eligible for continuation of MPS in accordance with PDL law.

**MEDICAL EMERGENCY LEAVE**

The particulars of this Medical Emergency Leave policy are as follows:

- (a) The employee must have regular status with the County or one (1) year of continuous service in a regular position with the County.
- (b) The employee must meet all of the following criteria before he or she becomes eligible for Medical Emergency Leave donation: (1) Be on an approved medical leave of absence for at least thirty (30) calendar days (160 working hours) exclusive of an absence due to a work related injury/illness; (2) Submit a doctor's off work order verifying the medical requirement to be off work for a minimum of thirty (30) calendar days (160 working hours); (3) Have exhausted all available leave balances prior to initial eligibility for Medical Emergency Leave donations; (4) Have also recorded at least eighty (80) hours of sick leave without pay.
- (c) An employee is not eligible for Medical Emergency Leave if he or she is receiving Workers' Compensation benefits. An employee eligible for State Disability Insurance and/or Long-Term Disability must agree to integrate these benefits with Medical Emergency Leave.
- (d) Annual, vacation, holiday or administrative leave, as well as compensatory time, may be donated by employees only on a voluntary and confidential basis, in increments of eight (8) hours not to exceed a total of fifty percent (50%) of an employee's yearly vacation, holiday, annual, administrative leave or compensatory time accrual per employee. The donation may be made for a specific employee on the time frames established by the Human Resources Department. The employee (donee) using/coding the Medical Emergency Leave will be taxed accordingly.
- (e) The donation is to be for the employee's Medical Emergency Leave only; the donation to one (1) employee is limited to a total of one thousand forty (1,040) hours per fiscal year.
- (f) The definition of Medical Emergency Leave is an approved Leave of Absence due to a verifiable, long term illness or injury, either physical or mental impairment. Job and/or personal stress (not the



result of a diagnosed mental disorder) is specifically excluded for receipt by the employee of Medical Emergency Leave. A statement from the employee's treating physician, subject to review by the County's Occupational Health Officer or medical designee, is required for initial and continued eligibility. An employee shall be eligible to utilize and receive Medical Emergency Leave during the period they are on the approved long term leave of absence.

- (g) The employee on an approved Medical Leave of Absence who is receiving Medical Emergency Leave can continue to earn benefit monies (i.e., MPS, Opt-out, and Waive amounts) per the minimum paid hours per pay period requirement (i.e., paid status) of the Medical and Dental Coverage Article, the requirement of the Federal and State Family Leave Acts, as applicable to the individual employee. An employee using/coding leave under this program is not eligible for receipt of any accruals such as vacation, administrative leave, annual leave, sick leave or retirement credit.
- (h) Donor hours shall be contributed at the donor's hourly base salary rate (which will include POST pay where applicable) and be converted to the donee's hourly base salary (which will include POST pay where applicable), exclusive in both instances of overtime, differentials and the like as the singular purpose of this program is to provide financial assistance.
- (i) Any donated time unused by the employee for the medical emergency shall remain in the donee's accruals or shall be returned to the donor employee(s) to be utilized as follows:
  - (1) An employee who resigns while on Medical Emergency Leave (i.e., an approved Leave of Absence due to a verifiable, long-term illness or injury, either physical or mental impairment of the employee) shall be paid at one hundred percent (100%) of his/her base hourly rate of pay for all unused Medical Emergency Leave up to 160 hours at time of resignation in accordance with payroll procedures established by the County Auditor/Controller. In the case of employees who die while on Medical Emergency Leave, the employees spouse or registered domestic partner, unless otherwise specified on the Beneficiary Designation For Last Will form on file with the ATC, shall be paid at one hundred percent (100%) of the deceased employee's base hourly rate of pay for all unused Medical Emergency Leave up to 160 hours at the time of the employee's death in accordance with payroll procedures established by the County Auditor/Controller. Any unused Medical Emergency Leave in excess of 160 hours shall be returned to the donor(s) in accordance with procedures established by the County.
  - (2) An employee on Medical Emergency Leave who has received the approval of his/her physician and the County's Occupational Health Officer to return to full time work shall be eligible to retain up to 160 hours unused Medical Emergency Leave. Such hours shall be used for the same purpose and in the same manner as Sick Leave and in accordance with the applicable Sick Leave provision of the Memorandum of Understanding, however, such hours shall not be eligible for conversion (e.g., cash-out). Any unused Medical Emergency Leave in excess of 160 hours shall be returned to the donor(s) in accordance with procedures established by the County.
  - (3) An employee on Medical Emergency Leave who has received the approval of his/her physician and the County's Occupational Health Officer to return to work on a part time basis (less than the employee's normally scheduled hours of work per pay period) may code MEL for those hours the employee was restricted from working pursuant to a physician's order. The combined total of work time and Medical Emergency Leave coded may not exceed each pay period the lesser of eighty (80) hours or the employee's normally scheduled hours of work.
- (j) The donation shall be administered on a specific basis where so designated with instances charged to the Medical Emergency Leave donation for the actual administrative costs.

- (k) Solicitation of donors shall be regulated by the Human Resources Department; names of donors are to be confidential; the privacy rights of the donee upheld per legal requirements.
- (l) All donors and donees shall sign release forms designed, retained and effected by the Human Resources Department.

## **MERIT ADVANCEMENTS**

### **Section 1**

It is agreed that a work performance evaluation shall be completed by the employee's immediate supervisor within sixty (60) work days prior to the employee's step advance due date for all employees in this Unit who are below the top step of their salary range. If such employee is evaluated as having met job standards or better, the employee will be granted the step advancement effective on the employee's salary benefit date.

### **Section 2**

If no work performance evaluation is filed, or if an employee receives an overall "Unsatisfactory" or "Below Job Standards" evaluation, the employee's step advance may not be granted on the date due.

### **Section 3**

In cases where no work performance evaluation is filed and where no pending investigation is in process, an employee may contact the departmental Payroll Specialist who shall contact his/her the supervisor to complete and file the work performance evaluation within ten (10) work days. If the work performance evaluation is not completed and filed within this time frame, the employee shall submit a written request to the Human Resources Officer to direct completion of the evaluation. If the work performance evaluation is not completed and filed within fifteen (15) workdays after contacting the Human Resources Officer, the employee will be granted the step advancement. In all cases where an employee's work performance evaluation was not timely filed and is subsequently granted pursuant to this section, the step advancement shall be granted retroactive to the employee's step advance eligibility date.

### **Section 4**

A denied step advancement can be granted following any sequence of a thirty (30) work day review period of the employee's performance.

### **Section 5**

Any dispute arising out of the content of the work performance evaluation may be processed in accordance with the appeal procedure in the Personnel Rules.

## **NON-DISCRIMINATION**

The parties agree that the provisions of this Agreement shall be applied equally to all employees covered hereby without favor or discrimination because of race, color, sex, age, physical or mental disability, national origin, political or religious opinions or labor organization affiliations.

The parties agree to actively support the objectives of the County's Equal Opportunity Program.

## NOTIFICATION OF ASSAULTS

The Sheriff's Department will include the SEBA President as a recipient of all notifications sent out through the Department's existing A+ notification system.

This article will be excluded from the Grievance Procedure.

## OBLIGATION TO SUPPORT

The parties agree that subsequent to the execution of this Memorandum of Understanding and during the period of time said Memorandum is pending before the Board of Supervisors for action, neither SEBA nor Management, nor their authorized representatives will appear before the Board of Supervisors individually or collectively to advocate any amendment, addition or deletion to the terms and conditions of this Memorandum of Understanding. It is further understood that this Article shall not preclude the parties from appearing before the Board of Supervisors nor meeting with individual members of the Board of Supervisors to advocate or urge the adoption and approval of this Memorandum of Understanding in its entirety.

## ON-CALL PAY

Employees who are released from active duty but are required by the Sheriff's Department or District Attorney to leave notice where they can be reached and be able to return to active duty when required by the department shall be assigned to on-call duty. While assigned to on-call duty, an employee shall be free to use the time for his or her own purposes.

On-call duty requires that employees so assigned shall: (1) leave a telephone number where they can be reached or wear a communicating device; and (2) be able to respond to duty within an hour.

Assignment of on-call duty and approval of compensation shall be made by the appointing authority based upon the needs of the department. On-call duty shall be compensated at the rate of one hundred ninety-five dollars (\$195.00) per week. Effective the pay period following Board approval of this Agreement, but no sooner than October 4, 2025, on-call duty shall be compensated at the rate of two hundred and fifty dollars (\$250.00) per week. Said compensation is exclusive of any other compensation and shall not count as hours worked.

## OVERTIME

The overtime provisions of this Unit shall be as follows:

- (a) Policy – It is the policy of the County to discourage overtime except when necessitated by abnormal or unanticipated workload situations. It is the responsibility of the appointing authorities to arrange for the accomplishment of workloads under their jurisdiction within the normal tours of duty of employees. The County has the right to require overtime to be worked as necessary.
- (b) 7(k) Exemption – The parties agree that employees in this Unit are covered by the partial overtime exemption set forth at 29 U.S.C. § 207(k) of the Fair Labor Standards Act. Although the County pays overtime compensation to employees in this Unit in excess of what is required by Section 207(k) or any other provision of the Fair Labor Standards Act, the parties agree that the Section 207(k) partial overtime exemption has been adopted and is applicable to FLSA overtime.

- (c) Definition – Overtime shall be defined as all hours actually worked in excess of a regularly scheduled daily work shift, forty (40) hours per week, or eighty (80) hours during a pay period. In designated work locations where the regular work schedule does not call for the employees to work forty (40) hours per week, although it causes the employees to work an average of forty (40) hours per week during a pay period, overtime shall be defined as all hours actually worked in excess of a regularly scheduled daily work shift or eighty (80) hours per pay period. In designated work locations where the regular work schedule does not call for the employees to work at least eighty (80) hours in each pay period, although it causes them to work an average of at least eighty (80) hours per pay period during two (2) consecutive pay periods, overtime shall be defined as actual hours worked in excess of the regularly scheduled daily work shift, or one hundred sixty (160) hours during two (2) consecutive pay periods.

For employees assigned to a twelve (12) hour shift schedule in the detentions and corrections bureau, employees will normally be scheduled to work seven (7) twelve (12) hour shifts in a fourteen (14) day pay period. Overtime for employees assigned to this schedule shall be defined as all hours actually worked in excess of a regularly scheduled daily work shift, or in excess of eighty-four (84) hours per pay period.

All work periods which define overtime based as other than time worked in excess of forty (40) hours are established pursuant to Section 207(k) of the Fair Labor Standards Act, 29 USC 201 et seq.

All forms of paid leave time as set forth in the Leave Provisions Article, excluding sick leave used by an employee on a sick leave restriction plan, and the Employees and Authorized Employee Representatives Article, plus leaves of absence pursuant to Section 4850 of the California Labor Code, and time spent in meeting and conferring sessions shall be considered as time actually worked for purposes of computing premium overtime compensation. Time spent while attending employee-initiated training shall not be considered as time worked for purposes of computing overtime compensation.

Unless specifically provided herein, “hours worked” for purposes of computing premium overtime shall be consistent with requirements established by the Fair Labor Standards Act and other applicable law.

Any time spent by an employee in a regular position who is required to appear in a court of law arising out of the employee's scope of employment during said employee's regularly scheduled off-duty hours shall be treated as time actually worked. Compensation for required time spent in court as described above shall be granted to an employee only when said employee has actually reported to court. Such employee shall receive a minimum of two (2) hours time worked or the actual amount of time, whichever is greater. To qualify for such compensation, the employee must contact the District Attorney's Office no later than 8:30 a.m. on the scheduled day for court appearance to insure that the case is still on the court's calendar. Any time spent traveling to and from court in excess of one (1) hour per occurrence shall be compensated at straight time rates, but shall not be credited as time worked for any other purposes. For example, if an employee lives in San Bernardino and is required to appear in court in Joshua Tree, and the total travel time from home to court is three (3) hours the employee would be paid for two (2) hours at straight time rates.

If an employee is authorized by the Appointing Authority and the employee chooses, for his/her convenience, to use a department vehicle for a court appearance, travel time in excess of one (1) hour commences when the employee has left the station.

When an employee in a regular position returns to active duty at the request of the appointing authority after said employee has been released from active duty and has left the work station, the employee shall be regarded as having worked for two (2) hours or for the amount of time actually worked, whichever is greater. Overtime scheduled in advance shall not be included. Further, employees called back to duty while assigned to on-call duty shall only be compensated for actual hours worked.

When an employee in a regular position reports for active duty at the request of the appointing authority while on Annual Leave or other discretionary leave time off, the employee shall be paid for hours worked in lieu of scheduled leave time.

All overtime shall be reported in increments of full fifteen (15) minutes and is non-accumulative and non-payable when incurred in units of less than fifteen (15) minutes.

- (d) Premium Overtime Compensation – Any employee in a regular position authorized by the appointing authority or authorized representative to work overtime shall be compensated at premium rates, i.e., one and one-half (1-1/2) times the employee's regular rate of pay. Payment for premium overtime compensation shall be made on the first regular payday following the pay period in which such overtime is worked, unless premium overtime compensation cannot be computed until some later date, in which case, premium overtime compensation will be paid on the next regular payday after such computation can be made. In lieu of cash payment, upon the request of an employee and approval of the appointing authority, an employee may accrue compensating time off at premium hours. Cash payment at employee's base rate of pay (including POST Incentive Pay) shall automatically be paid for any compensating time in excess of fifty (50) hours, or any hours on record immediately prior to promotion, demotion or termination of employment. Compensatory time off may be taken with approval of the appointing authority at such time as will not impair the work schedule or efficiency of the department but with consideration given to the well-being of the employee.

On one occasion each calendar year, during the pay period which includes April 15, an employee may elect to convert up to forty (40) hours of compensatory time into cash payment at the rate of pay then in effect.

In order to sell back compensatory time, an employee must make an irrevocable election (i.e., pre-designation) during the month of December, specifying the number of hours to be sold back from next year's accumulation of compensatory time. Such election must be made in a single block of not more than forty (40) hours. During the calendar year following the pre-designation, no more than three (3) requests may be made to cash out the compensatory time in a single block of not less than eight (8) hours and no more than forty (40) hours. An employee shall be eligible to cash-out compensatory time hours accumulated up to the preceding period in which they requested the cash-out. For example, an employee who requests a cash-out in pay period 15 can only cash-out compensatory time accumulated through pay period 14. The number of hours requested for cash-out shall not exceed the amount accumulated. For example, an employee in December 2019 makes a pre-designation to cash-out 20 hours. At the end of pay period 2 the employee has accumulated 10 hours. He can request to cash-out the 10 hours of compensatory time that he has accumulated, but is not yet eligible to cash-out the entire 20 pre-designated hours because the employee has yet to accumulate 20 hours of compensatory time. Once an election is made, the employee must request that the designated number of hours actually be sold back by pay period 25 of the calendar year in which the election is effective, or the hours will be automatically converted into cash in pay period 26.

## **PAY PERIOD**

A pay period shall be comprised of a fourteen (14) calendar day corridor. The first pay period under this Agreement shall commence at 12:01 a.m. Saturday, October 4, 2025, and shall end at 12:00 a.m. (midnight) on the second Friday thereafter. Each subsequent fourteen (14) day period shall commence on the succeeding Saturday at 12:01 a.m. and shall end at midnight on the second Friday thereafter. The pay period and work week may be adjusted in accordance with FLSA requirements. The intent of the County and SEBA is to allow for alternative shift scheduling without violating requirements of the FLSA. Under no circumstances shall the right to adjust in accordance with FLSA requirements entitle the County to make such adjustments for the primary purpose of avoiding overtime.

The County may reasonably establish, change, or modify standard days, tours of duty, or shifts for individual positions according to the needs of the service within the established period. Except in instances of law enforcement or staffing emergencies, employees shall be notified personally or by mail by a ranking officer of a shift change no later than forty-eight (48) hours prior to the time the shift change is to become effective. Projected work shift schedules will be posted two (2) months in advance, subject to change as a result of personnel shortages or emergencies.

Under those conditions where overtime is computed based upon actual hours worked in two (2) consecutive pay periods, as provided in subsection (b) of the Overtime Article, the pay period for such employees shall be comprised of a twenty-eight (28) calendar day corridor, commencing coincidentally with any fourteen (14) day pay period as described above and ending at midnight on the fourth Friday thereafter; provided, however, that the employees working such twenty-eight (28) day pay periods shall be paid on a bi-weekly basis in the same manner as those employees working a fourteen (14) day pay period.

It is recognized that during the term of this Agreement it may be necessary for Management to make changes in the number of hours in a standard day, tour of duty, or shift to meet the needs of the service. Where Management finds it necessary to make such changes, it shall notify SEBA indicating the proposed change prior to its implementation. Where such change would significantly affect the working conditions of a significantly large number of employees in the Unit as defined below; and where SEBA requests to meet with Management, the parties shall expeditiously undertake to meet as provided by Section 3500 et seq. of the California Government Code regarding the impact the change would have on the employees in the Unit.

The phrase "significantly large number" shall mean: (a) a majority of the employees in the Unit, (b) all employees within a division or substation in the Unit, or (c) all employees within a readily identifiable category such as Sergeants or Captains.

## **PAYROLL DEDUCTIONS**

It is agreed that, in the absence of an unfair labor practice ruling, SEBA membership dues and insurance premiums for plans sponsored by SEBA shall be deducted by the County from the pay warrant of each employee covered hereby who files with the County a written authorization requesting that such deduction be made. Remittance of the aggregate amount of all membership dues and insurance premiums deducted from the pay warrants of employees covered hereby shall be made to SEBA within thirty (30) days after the conclusion of the month in which said membership dues and insurance premiums were deducted.

The County shall not be liable to SEBA, employees, or any other persons by reason of the requirements of this Article for the remittance of any sum other than that constituting actual deductions made from employee wages earned. SEBA shall hold the County harmless for any and all claims, demands, suits, orders, judgments or other forms of liability that may arise out of or by reason of action taken by the County under this Article.

## **PAYROLL ERRORS**

In situations involving overpayment to an employee by the County, said employee shall be obliged to repay the amount of overpayment within the time frame the overpayment was received by the employee in accordance with existing law. In the event of an overpayment totaling twenty-five dollars (\$25) or less, the overpayment will be recovered in one pay period. Documentation explaining the overpayment and calculations will be provided to the employee at his/her request. Extensions to the period for repayment of the overage may be requested by the employee, subject to the approval of the County's Auditor-Controller/Treasurer/Tax-Collector. Extensions will be approved only in the case of extreme hardship and the extended period for repayment will not be longer than one and one-half (1-1/2) times as long as the overpayment period (subject to statute limitations). If the employee leaves employment prior to repayment of overage, the Auditor-Controller/Treasurer/Tax-Collector's office shall recover the amount owed from the employee's final pay. If the amount owed is greater than the employee's final pay, the Auditor-Controller/Treasurer/Tax-Collector shall initiate the collections process against the employee.

In situations involving underpayment to an employee by the County, the employee shall receive the balance due within the next pay period following timely submission of appropriate documentation to the Auditor-Controller/Treasurer/Tax-Collector's office.

In those situations where employees have been underpaid by seven and one-half percent (7.5%) or more of their base pay in the immediately preceding pay period, through no fault of their own, the employee may request an on-demand payment to correct the error. The departmental payroll section shall complete the request for payroll adjustment and forward it and any necessary approval of the appointing authority to the Auditor-Controller/Treasurer/Tax-Collector within one (1) working day of receipt of the employee's request. The Auditor-Controller/Treasurer/Tax-Collector's office shall pay the employee the amount due within two (2) working days of receipt of the request for payroll adjustment from the department for a prior pay period. For this Section, base pay shall be determined by multiplying the employee's base rate of pay by the number of hours in their usual work schedule.

In those situations where there has been both an underpayment and overpayment to an employee and the underpayment amount is larger than the overpayment, the employee will receive the difference in one lump sum.

The Director of Human Resources or designee must authorize payroll adjustments to correct any payroll error or omission for instances arising more than thirteen (13) pay periods prior to the request for payroll adjustment.

## **PEACE OFFICER STANDARDS AND TRAINING (POST) PAY**

A Safety Unit employee in a regular position who complies with the procedure below shall receive as compensation above the non-POST base rate of pay additional compensation for a Basic POST certificate, an Intermediate POST certificate, or an Advanced POST certificate.

Effective the pay period following Board approval of this Agreement but no sooner than October 4, 2025, Basic, Intermediate, and Advanced POST pay shall be as follows:

- Basic POST 7% of the employee's non-POST base rate of pay
- Intermediate POST 12% of the employee's non-POST base rate of pay
- Advanced POST 17% of the employee's non-POST base rate of pay

See Salary Schedule in Appendix B.

POST pay shall be considered as part of the base hourly rate, as part of the regular rate of pay for purposes of computing overtime compensation, and part of the base hourly rate when calculating the County contribution to the employee's Retirement Medical Trust (RMT) account and sick leave payoffs pursuant to the RMT Article and annual leave payoffs upon termination of employment pursuant to Section 2(e)(3) of the Article on Leave Provisions.

For employees who have not previously received a particular level of POST pay, the employee shall submit a written request for that POST pay to the department with an attached copy of the appropriate POST certificate or official transcript. The new level of POST pay shall start the first pay period following receipt by the County of a valid POST certificate or official transcript. Employees who submit official transcripts that are subsequently denied by POST shall cease receiving the POST pay requested pursuant to that transcript, and any POST pay paid to the employee in reliance on the transcript shall be subject to recovery for the amounts paid to the employee. The County shall submit to POST, in an expeditious manner, applications by affected employees for the certificates described above.

## **PHYSICAL FITNESS AND APPEARANCE**

### **Section 1**

The parties agree that the physical, medical, mental fitness and appearance of public safety officers are requirements to perform the duties of the job and instill public confidence in the law enforcement function. They agree that public safety members require special treatment and consideration for the stress, physical demands and appearance expectations of the County and the public. Recognizing these important factors, the parties agree that during the term of this Agreement, the County may require medical, physical ability, appearance and psychological assessments of safety employees, provided the County pays and provides time off without loss of pay for such assessments. Any remedial or treatment action shall be the full responsibility of the employee.

In the event that the qualified health care professional finds that the employee is not psychologically fit for duty, the employee may request to have a second opinion from a mutually agreed upon independent qualified health care professional. The employee shall notify the County of their request for a second opinion no later than five (5) working days of receipt of the result of the initial fitness for duty assessment. If the employee requests a second opinion, the employee will sign an authorization for the Center for Employee Health and Wellness to release the initial psychological report to the health care professional conducting the second assessment. The parties agree that the second assessment will be binding to determine if the employee is fit for duty.

If the employee does not seek a second opinion, or fails to sign the release, the County will use the information provided in the initial assessment.



All reports and communications shall be kept confidential in accordance with applicable law.

Both Parties shall meet to mutually agree upon a list of qualified professionals to conduct such examination within ninety (90) days of Board of Supervisors Approval of this Agreement.

## **Section 2**

The County shall provide at County expense prescheduled annual toxicology tests performed by a County-selected physician for all employees assigned to the Arson/Bomb Squad, the Narcotics Division, the IRNET Division, District Attorney Consumer and Environment Protection Unit, Specialized Enforcement Detail, Range personnel who are regularly assigned to firearms training, and employees in the Scientific Investigations Bureau who regularly work with and/or are exposed to dangerous substances. Upon assignment to one of the aforementioned divisions the Department will schedule the employee for testing in order to establish the baseline and will be conducted annually thereafter.

## **Section 3**

The County shall provide at County expense an annual Class II, Federal Aviation Administration-certified physical by a County-selected, certified physician for each employee who regularly operates aircraft in the Aviation Division of the Sheriff's Department.

## **Section 4**

SEBA agrees that all unit members assigned to the Sheriff SWAT or District Attorney SRT are required to maintain an extraordinary level of physical fitness as demonstrated by passing annual physical fitness exams. As such, the County recognizes that the supervisor of said units may authorize up to one (1) hour per shift while on duty as workout time. If it is ordered in writing by the supervisor of said unit, said workout time shall be considered work time, but shall not extend beyond the employee's scheduled shift.

## **PROBATIONARY PERIOD**

The probationary period for positions in the Safety Unit shall be 2,080 hours. The probationary period ends at the end of the day in which the employee has completed the required number of service hours.

The probationary period will be automatically extended for each hour during which the employee is on leave without pay, including absences while receiving disability payments, or on military leave. In situations where the employee is on continuous paid sick leave or is using annual leave in lieu of paid sick leave for eighty (80) or more consecutive hours, or on modified duty for occupational or non-occupational reasons, the probationary period may be extended at the discretion of the appointing authority. Such extension is in addition to the fifteen (15) pay period extension allowed by the Personnel Rules.

## **PROMOTIONS**

A promotion is the appointment of an employee from one classification to a classification having a higher base salary range. A promoted employee, including an individual promoted into this Unit, shall receive the entrance rate of the new range or approximately (i.e., mathematically closest to) five percent (5%) whichever is greater; provided that no employee is thereby advanced in step nor advanced above the top step of the higher base salary range. An employee promoted out of this Unit shall be

governed by the Article on Salary Rates and Step Advancements in the Memorandum of Understanding or other applicable document pertaining to the appropriate unit.

## PROSPECTIVE LAWSUITS

The parties agree that prior to filing lawsuits, the parties shall formally meet to attempt resolution of the matter in question with the intent of reaching a mutually acceptable solution.

## PROVISIONS OF LAW

It is understood and agreed that this Memorandum of Understanding is subject to all current and future applicable Federal and State laws and regulations and the current provisions of the Charter of San Bernardino County. If any part or provision of this Memorandum of Understanding is in conflict or inconsistent with such applicable provisions of those Federal, State, or County enactments or is otherwise held to be invalid or unenforceable by any court of competent jurisdiction, such part or provisions shall be suspended and superseded by such applicable law or regulations, and the remainder of this Memorandum of Understanding shall not be affected thereby. If any substantive part or provision of this Memorandum of Understanding is suspended or superseded, the parties agree to reopen negotiations regarding the suspended or superseded part or provision with the understanding that total compensation and benefits to employees under this Memorandum of Understanding shall not be reduced or increased as a result of this Article. The parties hereto agree to refrain from initiating any legal action or taking individual or collective action that would invalidate Articles of this Memorandum of Understanding.

## REASSIGNMENTS

### Section 1 – General

Reassignments from the Detention and Corrections Bureau to the Field (i.e., patrol), shall be based upon seniority.

### Section 2 – Administration

- (a) The criteria for seniority are length of service in rank and then continuous service with the County.
- (b) In the case of unresolved ties in seniority, the department shall exercise its discretion.
- (c) This section shall not apply where:
  - (1) A Deputy has been reassigned from the Field to the Detention and Corrections Bureau for any reason except those enumerated in subsections (2) and (3). Said deputies shall be ineligible for reassignment to the Field for eighteen (18) months from their date of return to the Detention and Corrections Bureau. The Sheriff maintains the discretion to transfer these Deputies before eighteen (18) months has elapsed.
  - (2) A Deputy has been reassigned to the Detention and Corrections Bureau for *Brady* concerns, unless and until the employee causes the District Attorney's Office to communicate to the Sheriff's Department that they can function effectively in a Field Assignment.

- (3) A Deputy has been reassigned to the Detention and Corrections Bureau as a term of his/her Order of Discipline, Last Chance Agreement, or Settlement Agreement.
- (4) A Deputy has not been issued an overall rating of “meets standards” or higher on his or her most recent work performance evaluation administered by the Detentions and Corrections Bureau.
- (5) A Deputy is under investigation for misconduct at the time he or she is eligible to transfer from the Detentions and Corrections Bureau.

## **REEMPLOYMENT**

An employee who has separated from County employment, and who is subsequently rehired in the same classification in a regular position within a one hundred eighty (180) calendar day period, shall receive restoration of salary step, annual leave accrual rate, sick leave balance (unless the employee has received payment for unused sick leave in accordance with the Retirement Medical Trust Article), subject to the approval and conditions of the appointing authority and the Administrative Office. The employee shall suffer loss of seniority and a new hire date shall be established for purposes of seniority.

## **RENEGOTIATION**

In the event either party hereto desires to negotiate a successor Memorandum of Understanding, each party shall serve upon the other during a thirty-one (31) day period commencing 180 days prior to the expiration of this Agreement, its written request to commence negotiations, as well as its initial written proposals for such successor Memorandum of Understanding. Upon receipt of such written proposals, an initial meeting of the parties shall be held no later than thirty (30) days after such receipt.

## **RETIREMENT MEDICAL TRUST FUND**

A Retirement Medical Trust Fund (RMT) has been established for eligible employees of the Safety Unit. The Trust is administered by a Board of Trustees who manage the resources of the Trust Fund and determine appropriate investment options and administrative fees for managing the Trust Fund. The Trustees insure that payments of qualified medical expenses incurred by retirees or their eligible dependents are properly reimbursed. The Trust will establish individual accounts for each participant who will be credited with earnings/losses based upon the investment performance of the participant's individual account. All of the contributions to the Trust Fund will be treated for tax purposes as employer, non-elective contributions resulting in tax-free contributions for the County. All of the distributions from the Trust Fund made to retirees or their eligible dependents for the reimbursement of qualified medical expenses as defined by the Internal Revenue Codes (including medical and other eligible insurance premiums) will also be non-taxable to the retiree or the retiree's eligible dependent(s).

The Trust is a Voluntary Employees Benefit Association (VEBA) and will comply with all of the provisions of Section 501(c)(9) of the Internal Revenue Code.

### Section 1 – Sick Leave Conversion Eligibility

Eligible employees are those employees with ten (10) or more years of participation in the San Bernardino County Employees' Retirement Association (SBCERA); or those individuals who contributed to a public sector retirement system or systems over a ten (10) year period and did not withdraw their contributions from the retirement system(s); or those who receive a disability retirement. Those eligible employees with ten (10) or more years of combined contributions to SBCERA and other public sector retirement system(s) must complete a Prior Service Credit Request form and submit it to the Retirement Medical Trust Plan Administrator for approval. A letter from the public sector retirement system(s) confirming that contributions have not been withdrawn must accompany the form.

### Section 2 – Sick Leave Conversion Formula

At retirement, all eligible employees will be required to contribute the cash value of their unused sick leave balances to the Trust. The cash formula value and the maximum sick leave hours eligible for conversion as follows:

<b>Amount of Remaining Sick Leave Hours</b>	<b>Cash Formula Value</b>
480 hours or less	30%
481 to 600 hours	40%
601 to 720 hours	45%
721 to 840 hours	50%
841 to 960 hours	55%
961 to 1,500 hours	65%

### Section 3 – Death

Upon the death of an active employee with ten (10) or more years of continuous service from the most recent date of hire in a regular position, the estate of the deceased employee will be paid for unused sick leave balances according to the above formula.

### Section 4 – County Contributions

The County shall contribute to the Trust an amount equal to a percentage of the base biweekly salary of eligible employees. Effective the pay period following Board approval of this Agreement but no sooner than October 4, 2025, the County shall contribute to the Trust an amount equal to a percentage of the base biweekly salary of eligible employees as follows:

<b>Years of Completed Regular County Service</b>	<b>Percentage</b>
One year but less than ten years	0.75%
Ten but less than sixteen years	2.00%
Sixteen but less than twenty years	3.00%
Twenty or more years	4.00%

Contributions to the Trust shall not be considered earnable compensation.

## RETIREMENT SYSTEM CONTRIBUTIONS

### Section 1 – Employee Contributions

Employees shall pay all required employee retirement system contributions to the San Bernardino County Employees' Retirement Association.

The Auditor-Controller/Treasurer/Tax Collector has implemented the pickup of such Retirement System contributions under Internal Revenue Code Section 414(h)(2). The County shall make member contributions under this Section on behalf of the employee which shall be in lieu of the employee's contributions, and such contributions shall be treated as employer contributions for purposes of reporting and wage withholding under the Internal Revenue Code and the Revenue and Taxation Code. The amounts picked up under this Section shall be recouped through offsets against the salary of each employee for whom the County picks up member contributions. These offsets are akin to a reduction in salary and shall be made solely for purposes of income tax reporting and withholding. The member contributions picked up by the County under this Section shall be treated as compensation paid to County employees for all other purposes, including calculation of retirement benefits. No employee shall have the option to receive the Retirement System contribution amounts directly instead of having them paid to the County Retirement System.

### Section 2 – Special Provisions

Employees with at least 25 years of service as set forth in Government Code section 31625.3 as of September 25, 2012 and who either had or thereafter attain thirty (30) years of service credit as set forth in Government Code section 31625.3 and no longer make retirement contributions under the provisions of the County Employees' Retirement Law of 1937 shall have one opportunity during the employee's employment to receive cash payments of three hundred six dollars (\$306.00) per month for up to twenty-six (26) consecutive pay periods.

### Section 3 – Retirement Formula

- (1) Tier I Retirement Formula: For Tier I safety members of SBCERA, the County adopted a resolution to make Section 31664.1 of the Government Code (3% at 50 Retirement Formula) applicable to eligible members of this Unit on October 1, 2003. The County also adopted a resolution pursuant to Section 31678.2 of the Government Code to make Section 31664.1 applicable to all prior safety retirement service credit for each eligible employee in this Unit.
- (2) Tier II Formula: For Tier II safety members of SBCERA, the applicable Retirement Formula shall be 2.7% at age 57 as provided by applicable law.

## SAFETY EQUIPMENT

The County shall provide the following items of safety equipment upon request to each employee in a regular position required to have safety equipment: handgun, magazine pouch with two extra magazines, Baton and Baton holder, chemical agent and holder, uniform holster, uniform belt with keeper straps, handcuffs and handcuff case, ammunition, off-duty holster, helmet and face shield, protective vest, taser and holster and digital recorder and holder. The type and make of each item of equipment shall be designated by the County.

Such equipment shall remain the property of San Bernardino County and will be returned to the County upon the employee's termination. Employees shall be responsible for loss or damage to such equipment due to their negligence, excepting normal wear.

## **SALARY ADJUSTMENTS**

### **Section 1 – Range Restructure**

Effective the pay period following Board approval of this Agreement but no sooner than October 4, 2025, the County shall implement the salary range restructure as provided in Appendix B – Salary Schedule. As set forth in Appendix B, steps have been adjusted to be approximately 2.5% apart starting from Top Step of No POST, in descending order, for each salary range.

The County shall provide SEBA with the list of employees whose current base rate of pay exceeds the updated No POST salary step effective pay period 22/2025. These employees shall be placed on an “Temporary” step and retain their current base rate of pay. The employee shall then receive a 3.00% across the board salary increase on the pay period following Board approval of this Agreement but no sooner than 10/04/2025. The employee shall receive no future salary rate increases until they have reached their next merit step increase.

### **Section 2 – Across-the-Board Salary Increases**

- Effective the pay period following Board approval of this Agreement, but no sooner than October 4, 2025, the County shall provide a three percent (3.00%) across-the-board salary increase.
- Effective October 3, 2026, the County shall provide a three percent (3.00%) across-the-board salary increase, subject to the following:

If the County’s Discretionary “Property Related Revenue”, as defined in the “Discretionary General Funding and Restricted Funds” section of the County’s Budget Book, are less than a two percent (2.00%) increase in 2025-26 compared to 2024-25 and/or if the County’s Proposition 172 Sales Tax Collections from Fiscal Year 2025-26, representing collections from September 2025 through August 2026, are less than a zero percent (0%) increase, then the County shall have the right to meet and confer with SEBA over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent. If the parties are unable to reach an agreement by October 3, 2026, the increase due on that date shall be deferred until April 3, 2027, or as otherwise agreed by the parties in the meet and confer process.

- Effective October 2, 2027, the County shall provide a four percent (4.00%) across-the-board salary increase, subject to the following:

If the County’s Discretionary “Property Related Revenue”, as defined in the “Discretionary General Funding and Restricted Funds” section of the County’s Budget Book, are less than a two percent (2.00%) increase in 2026-27 compared to 2025-26 and/or if the County’s Proposition 172 Sales Tax Collections from Fiscal Year 2026-27, representing collections from September 2026 through August 2027, are less than a zero percent (0%) increase, then the County shall have the right to meet and confer with SEBA over its financial ability to fund this increase, provided that any modification of this agreement must be by mutual written consent. If the

parties are unable to reach an agreement by October 2, 2027, the increase due on that date shall be deferred until April 1, 2028, or as otherwise agreed by the parties in the meet and confer process.

### **Section 3**

The parties, having jointly reviewed and considered all available factors, including those referred to in Section 13.0210(c)(1) of the San Bernardino County Code, further agree that the recommended salary ranges set forth herein are consistent with the requirements of Section 13.0210(c)(1) of the San Bernardino County Code.

### **Section 4 – Revenue-Sharing Initiative**

- (a) Effective 10/03/2026 the County shall provide a 1.00% salary adjustment if the following conditions occur:

If the County's Discretionary "Property Related Revenue", as defined in the "Discretionary General Funding and Restricted Funds" section of the County's Budget Book, are equal to or greater than a five percent (5.00%) increase in 2025-26 compared to 2024-25, and the County's Proposition 172 Sales Tax collections from Fiscal Year 2025-26, representing collections from September 2025 through August 2026, are equal to or greater than a zero percent (0.00%) increase compared to 2024-25.

- (b) Effective 10/02/2027 the County shall provide an additional two-hundred dollars (\$200) per month (\$92.31 per pay period) towards Medical Premium Subsidy (MPS) in the Healthcare Trust article and the equivalent percentage amount in the Medical and Dental Coverage article if the following conditions occur:

If the County's Discretionary "Property Related Revenue", as defined in the "Discretionary General Funding and Restricted Funds" section of the County's Budget Book, are equal to or greater than a five percent (5.00%) increase in 2026-27 compared to 2025-26, and the County's Proposition 172 Sales Tax collections from Fiscal Year 2026-27, representing collections from September 2026 through August 2027, are equal to or greater than a zero percent (0.00%) increase compared to 2025-26.

Tiered MPS will be adjusted to align with composite increases.

- (c) Any salary adjustment/MPS increase resulting from the provisions of the Revenue-Sharing Initiative shall be ongoing. This section of the Article is not subject to renewal or extension thus will be deleted at the conclusion of this Agreement.

## **SALARY RATES AND STEP ADVANCEMENTS**

### **Section 1 – General**

New employees shall be hired at step 1 of the established base salary range, except as otherwise provided in this agreement. Variable entrance steps may be established if justified by recruitment needs through step 7 with the approval of the appointing authority and through top step with the approval of the Director of Human Resources or designee.

## Section 2 – Step Advancements

Within the base salary range, all step advancements will be made at the beginning of the pay period in which the employee completes the required number of service hours. However, when an employee reaches the required number of service hours with eighty (80) hours of service in each pay period, the step advance will be made at the beginning of the next pay period. Approval for advancement shall be based upon completion of required service hours in the classification, satisfactory work performance and appointing authority recommendation. An employee whose step advancement is denied shall not be eligible for reconsideration for step advancement except as provided in the Article, “Merit Advancements.”

Completed service hours shall be defined as regularly scheduled hours in a paid status, up to eighty (80) hours per pay period. Overtime hours, absences while receiving disability payments (excluding 4850 time), Medical Emergency Leave, and time without pay shall not count toward step advancements. Step advancements within a base salary range shall be based upon one (1) step increments.

An employee shall be eligible for step advancements after completion of increments of 1,040 service hours.

## Section 3 – Adjustment of Salary Steps or Salary Rates

An appointing authority may request in limited exceptional circumstances and with adequate justification, the adjustment of the salary step or salary rate of an employee to maintain salary equity within the system, to prevent undue hardship or unfairness due to the application of any rule or policy, or to correct any salary inequity subject to the recommendation of the Director of Human Resources and the final approval of the Chief Executive Officer or his/her designee. The Director of Human Resources or designee may authorize the adjustment of the salary step or salary rate of an employee to correct any payroll error or omission, including any such action which may have arisen in any prior fiscal year.

## Section 4 – Salary Step

- (a) Effective August 31, 2019, the County shall establish a new temporary top step “A” that is approximately 1.00% above the new top step for all ranges, except the no POST range.

This step shall be limited to employees in the Unit who will not be eligible for the Longevity Differential during the term of the MOU and who, as of August 2, 2019, meet the eligibility criteria indicated below:

Classification	Eligibility Criteria*
Deputy Sheriff	Employee must be at current top step, patrol certified, and assigned to the field (or, if not assigned to the field, 12 years of prior service in field assignments).
Sheriff’s Detective/Corporal	Employee must be at current top step, and patrol certified.
District Attorney Investigator or District Attorney Senior	Employee must be at current top step and patrol certified by San Bernardino County Sheriff’s Dept. or in an equivalent



Investigator	manner in another law enforcement agency as defined below.
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\*“Field” shall be defined as all assignments, except Court Services (excluding Civil Division field positions) and Corrections including Type I Jails. “Patrol certified” is defined as an employee having successfully completed the FTO Program and one year on patrol.

Temporary step “A” shall be limited to only those employees who meet the eligibility criteria. Further, temporary step “A” shall be eliminated once those employees separate from the Unit or the classification or begin receiving the longevity differential.

## SECTION 125 PREMIUM CONVERSION PLAN

- (a) Eligible employees shall be provided with a Section 125 Premium Conversion Plan. The purpose of the Plan is to provide employees a choice between paying premiums with either pre-tax salary reductions or after-tax payroll deductions for medical insurance, dental insurance, vision insurance, voluntary life (to the IRS specified limit) and accidental death and dismemberment insurance premiums currently maintained for Unit employees or any other program(s) mutually agreed upon by the parties. The amount of the pre-tax salary reduction or after-tax payroll deduction must be equal to the required insurance premium in accordance with IRS regulations.
- (b) Benefit elections shall not reduce earnable compensation for purposes of calculating benefits or contributions for the San Bernardino County Employees’ Retirement Association.
- (c) To be eligible for the Section 125 Premium Conversion Plan, an employee must be eligible to participate in medical, dental, vision, accidental death and dismemberment, and/or life insurance and have a premium deduction for any of these benefit plans.
- (d) Election of pre-tax and after-tax payroll deductions shall be made within sixty (60) days of the initial or subsequent eligibility period in a manner and on such forms designated by the Human Resources Employee Benefits and Services Division. Failure to timely submit appropriate paperwork will result in after-tax deductions for all eligible premiums for the remainder of the Plan year.
- (e) Once a salary reduction has begun, in no event will changes in elections be permitted during the Plan year except to the extent permitted under Internal Revenue Service rulings and regulations and with the County’s Plan Document.

## SENIORITY SCHEDULE PREFERENCE AND ROTATION

### Section 1 – General

In those stations/divisions that currently have seniority scheduling in place, commanders shall permit employees to request schedule rotation period based on seniority preference, subject to the requirements specified in Section 2 below, for up to fifty percent (50%) of the assigned positions, by shift, for a schedule rotation period. In determining the frequency of rotation and schedule assignments, commanders shall take into consideration workload demands and the needs of the station/division.

**Section 2 – Administration**

- (a) The criteria for seniority, as it relates to schedule preference, are length of service in rank and then continuous service with the County.
- (b) Unresolved ties in seniority shall result in the employees rotating in the regular cycle or being assigned to a schedule based on the needs of the station/division.
- (c) When a Deputy attains twenty (20) years of uninterrupted service as a Deputy Sheriff with the Sheriff's Department, he shall be given preference for days off and shift schedules, except for emergency work demands or employee performance concerns.
- (d) Request for schedule preference based on seniority shall be made at least one (1) schedule rotation period in advance of the requested assignment. Requests for schedule preference based on seniority shall not be considered after the schedule is posted and approved.
- (e) Subject to the workload demands and the needs of the station/division, as determined by the commander, employees assigned to rotating schedules six (6) pay periods in duration shall work each schedule for at least one (1) rotation during an eighteen (18) month period. Employees assigned to rotating schedules four (4) pay periods in duration, shall work each schedule for at least one (1) rotation during a twelve (12) month period. Schedule rotation periods shall not be more than six (6) pay periods in duration.
- (f) Seniority preference for schedule assignment is not a right and may be denied based on the needs of the Department, including, but not limited to:
  - (1) Workload demands
  - (2) Emergency circumstances
  - (3) Current employee performance concerns
- (g) No more than fifty (50%) of schedule slots, with days off affixed, on each shift can be selected by deputies with seniority schedule preference. Locations with lowered staffing levels may operate at a lowered percentage of deputies eligible for seniority preference.
- (h) Deputies with seniority schedule preference shall choose from a blank schedule template with days off affixed that identifies which positions are designated as seniority scheduling positions and those which are not. Scheduled days off are to be distributed evenly among seniority and non-seniority positions to the extent possible.
- (i) An individual deputy may opt-out or decline to participate in the seniority schedule preference scheduling process at the time of shift selection.
- (j) Deputies not eligible for seniority schedule preference will rotate shifts every schedule rotation period for their station/facility/division except that special circumstances such as educational, child care, or other situations may be accommodated by management with proper justification and/or documentation. Commanders shall have the authority to grant shift exchange requests between deputies provided the request is submitted in writing.
- (k) Deputies will have no right to fill or bump to a schedule vacancy that occurs during the current schedule cycle. Schedule vacancies that occur during the current schedule cycle or after the schedule becomes final shall be filled by the station/division commander.

- (l) Detentions and Corrections facility assignments such as classification, core rover, etc. shall be considered management designated positions.
- (m) A shift is defined as a normal tour of duty period on the twenty-four hour clock (e.g. Day Shift, Swing Shift, Graveyard Shift, not days of the week).
- (n) Female Deputies assigned to correctional facilities may have segregated schedule selection to allow for even distribution of female personnel to facilitate minimum staffing requirements.
- (o) Seniority preference scheduling shall remain in effect, for the term of this agreement, at any station in which deputies have voted to implement seniority scheduling.
- (p) Patrol deputies assigned to Field Training Officer duties shall be scheduled based on training requirement needs.
- (q) An election to determine seniority scheduling preference at each patrol station or detention facility shall be conducted within ninety (90) days of Board of Supervisors' approval of this agreement. Such election shall not be valid unless at least fifty percent (50%) of the deputies at the station/facility vote. The ballots shall be reviewed by SEBA and the Sheriff's Department prior to mailing and will contain two choices (1) Yes (in favor of seniority scheduling) or (2) No (not in favor of seniority scheduling). The twenty (20) year deputy will always have seniority scheduling regardless of the outcome of the vote.

## **SHERIFF'S PROMOTIONAL EVALUATIONS**

Candidates will receive a copy of their completed Promotional Evaluation from the Sheriff's Department as soon as all signatures have been obtained.

## **TERM**

The term of this Memorandum of Understanding shall commence on Board of Supervisors approval, and this Memorandum of Understanding shall expire and otherwise be fully terminated at 12:00 a.m. (midnight) on September 30, 2028.

## **TRANSFER**

Where a vacant position exists in the Sheriff's Department for patrol and correctional Deputy Sheriff positions, seniority will be treated as a factor of consideration by the appointing authority, but not the sole, decisive influence.

At the discretion of the appointing authority, new employees who have prior law enforcement experience in other jurisdictions (i.e., lateral entry staff) may be placed in any assignment deemed appropriate by the appointing authority.

## **TUITION REIMBURSEMENT**

During each calendar year of this Agreement, there shall be an annual tuition fund of forty thousand dollars (\$40,000.00). The fund shall be used for purposes of reimbursing employees in this Unit for

tuition and registration fees incurred in connection with job-related education or career development training, which shall include any courses that are either (a) job-related, (b) in the 100 series or above, or (c) necessary to satisfy a job-related or career development degree requirement. Prior to becoming eligible for reimbursement, the course must have been approved by the appointing authority or designee and the employee must have completed the course with a grade of "C" or better or "pass" when taken on a pass/fail basis. Such expenditures shall be authorized to employees in regular positions budgeted more than forty (40) hours per pay period. Specifically excluded from this provision are parking fees, book costs, travel and lodging charges.

Reimbursement will be calculated December 31 of each year of the agreement. Full reimbursement will be applied as long as the fund as described above, is not exceeded, provided that no employee shall be reimbursed more than two thousand dollars (\$2,000.00) per year, unless otherwise specified in this article. If the fund is exceeded, reimbursement will be pro-rated. The fund will be administered for all employees in the Unit by the Sheriff's Department.

In the event that claims against the Safety Unit Tuition Fund exceed the annual allowance and the Safety Management and Supervisory Unit Tuition Fund for that calendar year is not exhausted, excess funds from the Safety Management and Supervisory Unit Tuition Fund shall be made available to pay claims for Safety Unit members, provided that no employee shall be reimbursed more than a combined total of two thousand dollars (\$2,000.00) per year from both Unit's funds.

In the event that claims against the Safety Unit Tuition Fund do not exceed the annual allowance and all claims have been satisfied for the Safety Management Unit employees as provided for in the Tuition Reimbursement article in the Safety Management and Supervisory Unit MOU, any remaining Safety Unit Tuition Fund money will be divided equally among those Safety Unit employees whose previously submitted claims which exceeded the cap of two thousand dollars (\$2,000.00). Each Unit member will receive no more than five hundred dollars (\$500.00) in addition to the two thousand dollar (\$2,000.00) cap.

## **UNIFORM ALLOWANCE**

The County agrees to provide an annual uniform and clothing allowance in the sum of one thousand two hundred dollars (\$1,200.00) to employees in this Unit in regular positions on payroll in a paid status as of pay period 24 to compensate for costs associated with uniform and clothing purchase, maintenance, cleaning and replacement.

Employees hired into the Unit prior to or after pay period 24 shall be eligible for the uniform allowance within two pay periods after hire; provided, however, that the employee shall not receive more than one uniform allowance payment within a 12-month period. For example, an employee entering the Unit in April 2020 shall be eligible for the allowance within the first two pay periods of hire. The employee shall not be eligible to receive the pay period 24, 2020 allowance payment but the employee shall be eligible to receive the pay period 24, 2021 allowance payment.

Employees on a leave of absence without pay in pay period 24 shall receive the uniform allowance upon return to paid status, provided, however, that an employee who is not in paid status during the entire year (i.e., not in paid status from pay period 24 of one year through pay period 23 of the following year) shall not receive the annual Uniform Allowance for the year(s) during which they were not in paid status. For example, if an employee is not in paid status from October 2015 through January 2017, and then returns to paid status in February 2017, the employee shall receive the allowance payment for

2016 upon return to paid status but shall not receive the 2015 allowance because the employee was not in paid status from pay period 24/2015 through pay period 23/2016. Any employee separating from County employment at the conclusion of a leave of absence shall not receive the uniform allowance.

SEBA will appoint two members to serve on the Department's Uniform committee. The Uniform committee will proceed with making a presentation to the Board of Chiefs and will provide feedback and the decision to the assigned members.

## UPGRADINGS

An upgrading is the reclassification of a position from one classification to another classification having a higher base salary range. Whenever an incumbent employee is upgraded as a result of such reclassification, pursuant to the Personnel Rules, such employee's step placement in the new salary range shall be governed by the Article on Promotions.

## USE OF BULLETIN BOARDS

The County will furnish adequate bulletin board space where currently available. Only areas designated by the appointing authority may be used for posting of notices. Bulletin boards shall only be used for the following notices:

- (a) Scheduled SEBA meetings, agendas, and minutes.
- (b) Information on SEBA elections and the results.
- (c) Information regarding SEBA social, recreational, and related news bulletins.
- (d) Reports of official business of SEBA, including reports of committees or the Board of Directors.

Posted notices, notices sent through interoffice e-mail or placed in an employee's County mailbox shall not be obscene, defamatory, or of a political nature, nor shall they pertain to public issues which do not include the County or its relations with County employees. All notices to be posted must be dated and signed by an authorized representative of SEBA, and must have the prior written approval of the appointing authority or authorized representative. County equipment, materials, supplies, or interdepartmental mail systems shall not be used for the preparation, reproduction, or distribution of notices, nor shall such notices be prepared by County employees during their regular work time. In cases where SEBA represents more than one (1) authorized employee representation unit at a work location, the space described above will become the bulletin board space for all employees represented by SEBA at that work location.

SEBA campaign posters may be posted on bulletin boards under the following conditions:

- (a) The maximum size of the poster will be 8-1/2" x 11".
- (b) The content of the poster will only include the candidate's name, picture, the position being sought and information relating to the candidate's qualifications and position on salient issues.
- (c) The poster must be approved by the SEBA Executive Committee and the Sheriff's Department before posting.

## USE OF COUNTY RESOURCES

SEBA may be granted permission to use County facilities for the purpose of meeting with employees to conduct its internal affairs during non-work hours, provided space for such meetings can be made available without interfering with County needs. Permission to use County facilities must be obtained by SEBA from the appropriate appointing authority or designated representative. SEBA shall be held fully responsible for any damages to and the security of any County facilities that are used by SEBA.

No County vehicles may be used in connection with any activity of SEBA.

The printing of the consolidated Memorandum of Understanding shall be jointly paid for by the County and SEBA, using the County's Printing Services. The number of copies shall be jointly decided by the two parties.

## VISION CARE INSURANCE

The County will pay the full premiums for vision care insurance for all employees in a paid status and eligible dependents. The County agrees to provide these benefits subject to carrier requirements as specified in the Certificate of Insurance. Employees and eligible dependents who are no longer eligible, will have the option of enrolling in COBRA continuation coverage provided they meet COBRA requirements.

## WAGE DIFFERENTIALS

### Section 1 – Special Circumstances Pay

Safety Unit employees in regular positions who are assigned to work and reside in the communities of Barton Flats, Baker, Parker Dam, Havasu Landing, and Trona shall receive a pay differential of one hundred forty-three dollars and seventy-five cents (\$143.75) per pay period above the base rate of pay as provided in the Salary Adjustments Article of this Agreement. The Sheriff shall designate the geographic boundaries of these communities for the purpose of defining residence requirements for eligibility for Special Circumstances Pay.

### Section 2 – Flight Pay

Safety Unit employees officially assigned to the Sheriff's Emergency Services Bureau/Aviation Division and who are assigned to act as pilots or observers shall receive a wage differential for flight pay. The wage differential for pilots shall be fifteen percent (15%) above the base rate of pay as provided in the Article on Salary Adjustments of this Agreement. The wage differential for observers shall be ten percent (10%) above the base rate of pay as provided in the Article on Salary Adjustments of this Agreement.

### Section 3 – Bilingual Pay

Employees who perform bilingual translation as part of their regular duties shall be entitled to bilingual compensation. Such compensation shall apply regardless of the total time required per day for such translation. Employees in such positions must be certified as competent in job-related translation skills by the Human Resources Department via examination to be eligible for such compensation. Compensation shall be fifty dollars (\$50.00) per pay period.

The number of employees receiving bilingual compensation shall not exceed twenty percent (20%) of the Unit's total number of employees. The Human Resources Department and the appointing authority shall jointly make the sole determination of specific language competencies to be compensated under this Article.

The Human Resources Department will have the sole authority to compose and administer the examination process and certify the employee's competency.

#### **Section 4 – Arson/Bomb Hazard Pay**

Safety Unit employees who are assigned to the Arson/Bomb Unit shall receive a pay differential of three dollars (\$3.00) per hour per pay period above the base rate of pay as provided in the Salary Adjustments Article of this Agreement. Employees not assigned to the Arson/Bomb Unit, but who are trained in and required to perform arson/bomb duties, shall receive \$3.00 per hour for any hours spent directly performing arson/bomb duties.

#### **Section 5 – Coroner Duties Pay**

Safety Unit employees in regular positions who have successfully completed the coroner operations training program and are assigned to perform coroner duties shall receive a pay differential of one dollar and fifty cents (\$1.50) per hour above the employee's base rate of pay for every hour of coroner duties actually performed by that employee. The Sheriff shall determine what Safety Unit employees shall perform coroner duties.

#### **Section 6 – Motorcycle Officer Hazard Pay**

Safety Unit employees who are assigned in the normal course of duty to perform as a full-time Motorcycle Traffic Officer shall receive a pay differential of one dollar and seventy-five cents (\$1.75) per actual hour worked per pay period above the base rate of pay as provided in the Salary Adjustments Article of this Agreement. Leave types (e.g. sick leave, annual leave, etc.), with the exception of Labor Code 4850 leave, shall not be considered hours worked for the purpose of this section.

#### **Section 7 – Field Training Officer (FTO)**

Employees who are assigned to perform the full duties of a Field Training Officer (FTO) shall receive a pay differential of two and one-half percent (2.5%) above the employee's base rate of pay per pay period as provided in the Salary Adjustments Article of this Agreement. Effective the pay period following Board approval of this Agreement, but no sooner than October 4, 2025, employees who are assigned to perform the full duties of a FTO shall receive a pay differential of five percent (5.0%) above the employee's base rate of pay per pay period. This differential shall only be paid while the employee is serving as an FTO. Leave types (e.g., sick leave, annual leave, etc.), with the exception of Labor Code 4850 leave for the period the employee would have been assigned to perform Field Training Officer duties, shall not be considered hours worked for the purpose of this section.

#### **Section 8 – Canine Officer Pay**

Employees assigned by the Appointing Authority to care for a Department Canine will be compensated eight (8) hours of pay each pay period at the employee's base rate of pay in order to provide care, feeding and maintenance to the Canine for the Department. Such time will be considered hours worked for the purposes of calculating overtime. This compensation shall not be paid during any period of

extended leave, e.g., more than 80 consecutive hours, during which the employee is no longer responsible for caring for the Canine.

### **Section 9 – Longevity Pay**

The County established a two percent (2.0%) longevity pay for employees who have completed 20 years of continuous County service. Longevity pay will be paid above the base rate of pay and will be paid on all paid hours up to an employee's standard hours. Longevity Pay and shall not be considered when determining the appropriate rate of pay for a promotion or demotion. A year of completed continuous County service is defined as 2,080 continuous service hours with the County.

### **Section 10 – Field Incentive Pay**

The County established a Field Incentive Pay as follows:

The eligibility criteria for Field Incentive Pay shall be modified such that all employees who are in a "field assignment" and who have successfully completed the FTO program shall receive the Field Incentive Pay. "Field assignment" shall be defined as all assignments, except Court Services (excluding Civil Division field positions) and Corrections (excluding Community Services Reentry Division-Work Release field positions) including Type I Jails.

The Incentive pay shall be five percent (5%) above the employee's base rate of pay and will be paid on all paid hours up to an employee's standard hours.

Employees who receive the Field Incentive Pay and have a combined total of 8 years of field assignment service shall be eligible to maintain the incentive pay upon being reassigned to a non-field assignment.

An employee with less than 8 years of combined field experience who voluntarily or through reassignment is assigned to a non-field assignment will no longer receive the field incentive pay upon reassignment. Alternatively, if an employee with less than 8 years of field experience is promoted (including to a non-field Detective/Corporal, DA Investigator, or DA Senior Investigator position) the employee would retain the field incentive pay as long as they remain in that rank classification or higher.

Effective the pay period following Board approval of this Agreement, but no sooner than October 4, 2025, the County shall increase Field Incentive Pay for employees actively assigned to a "field assignment" to ten percent (10%) of the employee's base rate of pay and will be paid on all paid hours up to an employee's standard hours. Employees who have a combined total of 8 years of field assignment service shall receive a seven and a half percent (7.5%) incentive pay if assigned to a non-field assignment. An employee with less than 8 years of combined field experience who voluntarily or through reassignment is assigned to a non-field assignment will no longer receive the field incentive pay upon reassignment. Employees who have a combined total of 20 years of field assignment service shall receive a ten percent (10%) incentive pay if assigned to a non-field assignment. If an employee receiving Field Incentive Pay is promoted (including to a non-field Detective/Corporal, DA Investigator, or DA Senior Investigator position) the employee would retain a ten percent (10%) field incentive pay as long as they remain in that rank classification or higher.

### **Section 11 – Law Enforcement Retention Incentive Pay**

The County established a two percent (2.0%) Law Enforcement Retention Incentive Pay for employees who have completed seven (7) years of continuous County service. Law enforcement retention incentive pay will be paid above the base rate of pay and will be paid on all paid hours up to an employee's standard hours. Law Enforcement Retention Incentive Pay shall not be considered when determining



the appropriate rate of pay for a promotion or demotion. A year of completed continuous County service is defined as 2,080 continuous service hours with the County.

#### **Section 12 – Corrections Training Officer (CTO)**

Employees who are assigned to perform the full duties of a Corrections Training Officer (CTO) shall receive a pay differential of two and one-half percent (2.5%) above the employee's base rate of pay per pay period. Effective the pay period following Board approval of this Agreement, but no sooner than October 4, 2025, employees who are assigned to perform the full duties of a CTO shall receive a pay differential of five percent (5.0%) above the employee's base rate of pay per pay period. This differential shall only be paid while the employee is serving as a CTO. Leave types (e.g., sick leave, annual leave, etc.), with the exception of Labor Code 4850 leave for the period the employee would have been assigned to perform Corrections Training Officer duties, shall not be considered hours worked for the purpose of this section.

#### **WORK DISRUPTION**

During the term of this agreement, SEBA will not cause or permit its members to take part in any concerted work action for the purpose of changing wages, hours and other terms and conditions of employment provided that by executing this agreement neither SEBA nor any of its members waive their rights, if any, under Section 6300 et seq. of the California Labor Code. The participation of any employee in any such concerted work action against the County shall be grounds for disciplinary action, including termination.

**APPENDIX A – Approval by Board of Supervisors**

This Agreement is subject to approval by the Board of Supervisors. The parties hereto agree to perform whatever acts are necessary, both jointly, and separately, to urge the Board to approve and enforce this Agreement.

Following approval of this Agreement by the Board, its terms and conditions shall be implemented by appropriate ordinance, resolution or other appropriate lawful action.

This Contract may be executed in any number of counterparts, each of which so executed shall be deemed to be an original, and such counterparts shall together constitute one and the same Contract. The parties shall be entitled to sign and transmit an electronic signature of this Contract (whether by facsimile, PDF or other email transmission), which signature shall be binding on the party whose name is contained therein. Each party providing an electronic signature agrees to promptly execute and deliver to the other party an original signed Contract upon request.

DATED: \_\_\_\_\_

SAN BERNARDINO COUNTY

SAN BERNARDINO COUNTY SHERIFF'S  
EMPLOYEES' BENEFIT ASSOCIATION

\_\_\_\_\_  
LEONARDO GONZALEZ  
Human Resources Director

\_\_\_\_\_  
GRANT WARD  
President

RECOMMENDED FOR BOARD OF SUPERVISORS APPROVAL:

\_\_\_\_\_  
LUTHER SNOKE, Chief Executive Officer

BOARD OF SUPERVISORS

\_\_\_\_\_  
DAWN ROWE, Chair

\_\_\_\_\_  
Date

## APPENDIX B – Salary Schedule

## Range Restructure

	Deputy Sheriff 16					Sheriff Detective/Corporal DA Investigator 19					DA Senior Investigator 20				
	Steps	Hourly Rate		Annual Rate <i>Based on 2,080 hours</i>		Steps	Hourly Rate		Annual Rate <i>Based on 2,080 hours</i>		Steps	Hourly Rate		Annual Rate <i>Based on 2,080 hours</i>	
	1	37.64		78,291.20		1	45.85		95,368.00		1	50.60		105,248.00	
NO POST	2	38.58		80,246.40		2	47.00		97,760.00		2	51.87		107,889.60	
	3	39.54		82,243.20		3	48.17		100,193.60		3	53.17		110,593.60	
	4	40.53		84,302.40		4	49.37		102,689.60		4	54.50		113,360.00	
	5	41.54		86,403.20		5	50.60		105,248.00		5	55.86		116,188.80	
	6	42.58		88,566.40		6	51.87		107,889.60		6	57.26		119,100.80	
	7	43.64		90,771.20		7	53.17		110,593.60		7	58.69		122,075.20	
	8	44.73		93,038.40		8	54.50		113,360.00		8	60.16		125,132.80	
	9	45.85		95,368.00		9	55.86		116,188.80		9	61.66		128,252.80	
	10	47.00		97,760.00		10	57.26		119,100.80		10	63.20		131,456.00	
	11	48.17		100,193.60											
	12	49.37		102,689.60											
	13	50.60		105,248.00											
	14	51.86		107,868.80											
Basic POST - 7% POST	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>
	15	37.64	2.63	40.27	83,761.60	11	45.85	3.21	49.06	102,044.80	11	50.60	3.54	54.14	112,611.20
	16	38.58	2.70	41.28	85,862.40	12	47.00	3.29	50.29	104,603.20	12	51.87	3.63	55.50	115,440.00
	17	39.54	2.77	42.31	88,004.80	13	48.17	3.37	51.54	107,203.20	13	53.17	3.72	56.89	118,331.20
	18	40.53	2.84	43.37	90,209.60	14	49.37	3.46	52.83	109,886.40	14	54.50	3.82	58.32	121,305.60
	19	41.54	2.91	44.45	92,456.00	15	50.60	3.54	54.14	112,611.20	15	55.86	3.91	59.77	124,321.60
	20	42.58	2.98	45.56	94,764.80	16	51.87	3.63	55.50	115,440.00	16	57.26	4.01	61.27	127,441.60
	21	43.64	3.05	46.69	97,115.20	17	53.17	3.72	56.89	118,331.20	17	58.69	4.11	62.80	130,624.00
	22	44.73	3.13	47.86	99,548.80	18	54.50	3.82	58.32	121,305.60	18	60.16	4.21	64.37	133,889.60
	23	45.85	3.21	49.06	102,044.80	19	55.86	3.91	59.77	124,321.60	19	61.66	4.32	65.98	137,238.40
	24	47.00	3.29	50.29	104,603.20	20	57.26	4.01	61.27	127,441.60	20	63.20	4.42	67.62	140,649.60
	25	48.17	3.37	51.54	107,203.20	21	58.69	4.11	62.80	130,624.00	21	64.78	4.53	69.31	144,164.80
	26	49.37	3.46	52.83	109,886.40										
	27	50.60	3.54	54.14	112,611.20										
	28	51.86	3.63	55.49	115,419.20										
	29	53.16	3.72	56.88	118,310.40										
Intermediate POST - 12% POST	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>
	30	37.64	4.52	42.16	87,692.80	22	45.85	5.50	51.35	106,808.00	22	50.60	6.07	56.67	117,873.60
	31	38.58	4.63	43.21	89,876.80	23	47.00	5.64	52.64	109,491.20	23	51.87	6.22	58.09	120,827.20
	32	39.54	4.74	44.28	92,102.40	24	48.17	5.78	53.95	112,216.00	24	53.17	6.38	59.55	123,864.00
	33	40.53	4.86	45.39	94,411.20	25	49.37	5.92	55.29	115,003.20	25	54.50	6.54	61.04	126,963.20
	34	41.54	4.98	46.52	96,761.60	26	50.60	6.07	56.67	117,873.60	26	55.86	6.70	62.56	130,124.80
	35	42.58	5.11	47.69	99,195.20	27	51.87	6.22	58.09	120,827.20	27	57.26	6.87	64.13	133,390.40
	36	43.64	5.24	48.88	101,670.40	28	53.17	6.38	59.55	123,864.00	28	58.69	7.04	65.73	136,718.40
	37	44.73	5.37	50.10	104,208.00	29	54.50	6.54	61.04	126,963.20	29	60.16	7.22	67.38	140,150.40
	38	45.85	5.50	51.35	106,808.00	30	55.86	6.70	62.56	130,124.80	30	61.66	7.40	69.06	143,644.80
	39	47.00	5.64	52.64	109,491.20	31	57.26	6.87	64.13	133,390.40	31	63.20	7.58	70.78	147,222.40
	40	48.17	5.78	53.95	112,216.00	32	58.69	7.04	65.73	136,718.40	32	64.78	7.77	72.55	150,904.00
	41	49.37	5.92	55.29	115,003.20										
	42	50.60	6.07	56.67	117,873.60										
	43	51.86	6.22	58.08	120,806.40										
	44	53.16	6.38	59.54	123,843.20										
Advanced POST - 17% POST	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>
	45	37.64	6.40	44.04	91,603.20	33	45.85	7.79	53.64	111,571.20	33	50.60	8.60	59.20	123,136.00
	46	38.58	6.56	45.14	93,891.20	34	47.00	7.99	54.99	114,379.20	34	51.87	8.82	60.69	126,235.20
	47	39.54	6.72	46.26	96,220.80	35	48.17	8.19	56.36	117,228.80	35	53.17	9.04	62.21	129,396.80
	48	40.53	6.89	47.42	98,633.60	36	49.37	8.39	57.76	120,140.80	36	54.50	9.27	63.77	132,641.60
	49	41.54	7.06	48.60	101,088.00	37	50.60	8.60	59.20	123,136.00	37	55.86	9.50	65.36	135,948.80
	50	42.58	7.24	49.82	103,625.60	38	51.87	8.82	60.69	126,235.20	38	57.26	9.73	66.99	139,339.20
	51	43.64	7.42	51.06	106,204.80	39	53.17	9.04	62.21	129,396.80	39	58.69	9.98	68.67	142,833.60
	52	44.73	7.60	52.33	108,846.40	40	54.50	9.27	63.77	132,641.60	40	60.16	10.23	70.39	146,411.20
	53	45.85	7.79	53.64	111,571.20	41	55.86	9.50	65.36	135,948.80	41	61.66	10.48	72.14	150,051.20
	54	47.00	7.99	54.99	114,379.20	42	57.26	9.73	66.99	139,339.20	42	63.20	10.74	73.94	153,795.20
	55	48.17	8.19	56.36	117,228.80	43	58.69	9.98	68.67	142,833.60	43	64.78	11.01	75.79	157,643.20
	56	49.37	8.39	57.76	120,140.80										
	57	50.60	8.60	59.20	123,136.00										
	58	51.86	8.82	60.68	126,214.40										
	59	53.16	9.04	62.20	129,376.00										

## Effective 10/04/2025 – 3% Across-the-Board Increase

	Deputy Sheriff 16					Sheriff Detective/Corporal DA Investigator 19					DA Senior Investigator 20				
	Steps	Hourly Rate		Annual Rate		Steps	Hourly Rate		Annual Rate		Steps	Hourly Rate		Annual Rate	
				Based on 2,080 hours					Based on 2,080 hours					Based on 2,080 hours	
NO POST	1	38.77		80,641.60		1	47.23		98,238.40		1	52.12		108,409.60	
	2	39.74		82,659.20		2	48.41		100,692.80		2	53.42		111,113.60	
	3	40.73		84,718.40		3	49.62		103,209.60		3	54.76		113,900.80	
	4	41.75		86,840.00		4	50.86		105,788.80		4	56.13		116,750.40	
	5	42.79		89,003.20		5	52.13		108,430.40		5	57.53		119,662.40	
	6	43.86		91,228.80		6	53.43		111,134.40		6	58.97		122,657.60	
	7	44.96		93,516.80		7	54.77		113,921.60		7	60.44		125,715.20	
	8	46.08		95,846.40		8	56.14		116,771.20		8	61.95		128,856.00	
	9	47.23		98,238.40		9	57.54		119,683.20		9	63.50		132,080.00	
	10	48.41		100,692.80		10	58.98		122,678.40		10	65.09		135,387.20	
	11	49.62		103,209.60											
	12	50.86		105,788.80											
	13	52.13		108,430.40											
	14	53.43		111,134.40											
Basic POST - 7% POST	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours
	15	38.77	2.71	41.48	86,278.40	11	47.23	3.31	50.54	105,123.20	11	52.12	3.65	55.77	116,001.60
	16	39.74	2.78	42.52	88,441.60	12	48.41	3.39	51.80	107,744.00	12	53.42	3.74	57.16	118,892.80
	17	40.73	2.85	43.58	90,646.40	13	49.62	3.47	53.09	110,427.20	13	54.76	3.83	58.59	121,867.20
	18	41.75	2.92	44.67	92,913.60	14	50.86	3.56	54.42	113,193.60	14	56.13	3.93	60.06	124,924.80
	19	42.79	3.00	45.79	95,243.20	15	52.13	3.65	55.78	116,022.40	15	57.53	4.03	61.56	128,044.80
	20	43.86	3.07	46.93	97,614.40	16	53.43	3.74	57.17	118,913.60	16	58.97	4.13	63.10	131,248.00
	21	44.96	3.15	48.11	100,068.80	17	54.77	3.83	58.60	121,888.00	17	60.44	4.23	64.67	134,513.60
	22	46.08	3.23	49.31	102,564.80	18	56.14	3.93	60.07	124,945.60	18	61.95	4.34	66.29	137,883.20
	23	47.23	3.31	50.54	105,123.20	19	57.54	4.03	61.57	128,065.60	19	63.50	4.45	67.95	141,336.00
	24	48.41	3.39	51.80	107,744.00	20	58.98	4.13	63.11	131,268.80	20	65.09	4.56	69.65	144,872.00
	25	49.62	3.47	53.09	110,427.20	21	60.45	4.23	64.68	134,534.40	21	66.72	4.67	71.39	148,491.20
	26	50.86	3.56	54.42	113,193.60										
	27	52.13	3.65	55.78	116,022.40										
	28	53.43	3.74	57.17	118,913.60										
	29	54.77	3.83	58.60	121,888.00										
Intermediate POST - 12% POST	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours
	30	38.77	4.65	43.42	90,313.60	22	47.23	5.67	52.90	110,032.00	22	52.12	6.25	58.37	121,409.60
	31	39.74	4.77	44.51	92,580.80	23	48.41	5.81	54.22	112,777.60	23	53.42	6.41	59.83	124,446.40
	32	40.73	4.89	45.62	94,889.60	24	49.62	5.95	55.57	115,585.60	24	54.76	6.57	61.33	127,566.40
	33	41.75	5.01	46.76	97,260.80	25	50.86	6.10	56.96	118,476.80	25	56.13	6.74	62.87	130,769.60
	34	42.79	5.13	47.92	99,673.60	26	52.13	6.26	58.39	121,451.20	26	57.53	6.90	64.43	134,014.40
	35	43.86	5.26	49.12	102,169.60	27	53.43	6.41	59.84	124,467.20	27	58.97	7.08	66.05	137,384.00
	36	44.96	5.40	50.36	104,748.80	28	54.77	6.57	61.34	127,587.20	28	60.44	7.25	67.69	140,795.20
	37	46.08	5.53	51.61	107,348.80	29	56.14	6.74	62.88	130,790.40	29	61.95	7.43	69.38	144,310.40
	38	47.23	5.67	52.90	110,032.00	30	57.54	6.90	64.44	134,035.20	30	63.50	7.62	71.12	147,929.60
	39	48.41	5.81	54.22	112,777.60	31	58.98	7.08	66.06	137,404.80	31	65.09	7.81	72.90	151,632.00
	40	49.62	5.95	55.57	115,585.60	32	60.45	7.25	67.70	140,816.00	32	66.72	8.01	74.73	155,438.40
	41	50.86	6.10	56.96	118,476.80										
	42	52.13	6.26	58.39	121,451.20										
	43	53.43	6.41	59.84	124,467.20										
	44	54.77	6.57	61.34	127,587.20										
Advanced POST - 17% POST	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours
	45	38.77	6.59	45.36	94,348.80	33	47.23	8.03	55.26	114,940.80	33	52.12	8.86	60.98	126,838.40
	46	39.74	6.76	46.50	96,720.00	34	48.41	8.23	56.64	117,811.20	34	53.42	9.08	62.50	130,000.00
	47	40.73	6.92	47.65	99,112.00	35	49.62	8.44	58.06	120,764.80	35	54.76	9.31	64.07	133,265.60
	48	41.75	7.10	48.85	101,608.00	36	50.86	8.65	59.51	123,780.80	36	56.13	9.54	65.67	136,593.60
	49	42.79	7.27	50.06	104,124.80	37	52.13	8.86	60.99	126,859.20	37	57.53	9.78	67.31	140,004.80
	50	43.86	7.46	51.32	106,745.60	38	53.43	9.08	62.51	130,020.80	38	58.97	10.02	68.99	143,499.20
	51	44.96	7.64	52.60	109,408.00	39	54.77	9.31	64.08	133,286.40	39	60.44	10.27	70.71	147,076.80
	52	46.08	7.83	53.91	112,132.80	40	56.14	9.54	65.68	136,614.40	40	61.95	10.53	72.48	150,758.40
	53	47.23	8.03	55.26	114,940.80	41	57.54	9.78	67.32	140,025.60	41	63.50	10.80	74.30	154,544.00
	54	48.41	8.23	56.64	117,811.20	42	58.98	10.03	69.01	143,540.80	42	65.09	11.07	76.16	158,412.80
	55	49.62	8.44	58.06	120,764.80	43	60.45	10.28	70.73	147,118.40	43	66.72	11.34	78.06	162,364.80
	56	50.86	8.65	59.51	123,780.80										
	57	52.13	8.86	60.99	126,859.20										
	58	53.43	9.08	62.51	130,020.80										
	59	54.77	9.31	64.08	133,286.40										

## Effective 10/03/2026 – 3% Across-the-Board Increase

	Deputy Sheriff 16				Sheriff Detective/Corporal DA Investigator 19					DA Senior Investigator 20					
NO POST	Steps	Hourly Rate		Annual Rate <i>Based on 2,080 hours</i>	Steps	Hourly Rate		Annual Rate <i>Based on 2,080 hours</i>	Steps	Hourly Rate		Annual Rate <i>Based on 2,080 hours</i>			
	1	39.93		83,054.40	1	48.65		101,192.00	1	53.68		111,654.40			
	2	40.93		85,134.40	2	49.87		103,729.60	2	55.02		114,441.60			
	3	41.95		87,256.00	3	51.12		106,329.60	3	56.40		117,312.00			
	4	43.00		89,440.00	4	52.40		108,992.00	4	57.81		120,244.80			
	5	44.08		91,686.40	5	53.71		111,716.80	5	59.26		123,260.80			
	6	45.18		93,974.40	6	55.05		114,504.00	6	60.74		126,339.20			
	7	46.31		96,324.80	7	56.43		117,374.40	7	62.26		129,500.80			
	8	47.47		98,737.60	8	57.84		120,307.20	8	63.82		132,745.60			
	9	48.66		101,212.80	9	59.29		123,323.20	9	65.42		136,073.60			
	10	49.88		103,750.40	10	60.77		126,401.60	10	67.06		139,484.80			
	11	51.13		106,350.40											
	12	52.41		109,012.80											
	13	53.72		111,737.60											
	14	55.06		114,524.80											
Basic POST - 7% POST	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>
	15	39.93	2.80	42.73	88,878.40	11	48.65	3.41	52.06	108,284.80	11	53.68	3.76	57.44	119,475.20
	16	40.93	2.87	43.80	91,104.00	12	49.87	3.49	53.36	110,988.80	12	55.02	3.85	58.87	122,449.60
	17	41.95	2.94	44.89	93,371.20	13	51.12	3.58	54.70	113,776.00	13	56.40	3.95	60.35	125,528.00
	18	43.00	3.01	46.01	95,700.80	14	52.40	3.67	56.07	116,625.60	14	57.81	4.05	61.86	128,668.80
	19	44.08	3.09	47.17	98,113.60	15	53.71	3.76	57.47	119,537.60	15	59.26	4.15	63.41	131,892.80
	20	45.18	3.16	48.34	100,547.20	16	55.05	3.85	58.90	122,512.00	16	60.74	4.25	64.99	135,179.20
	21	46.31	3.24	49.55	103,064.00	17	56.43	3.95	60.38	125,590.40	17	62.26	4.36	66.62	138,569.60
	22	47.47	3.32	50.79	105,643.20	18	57.84	4.05	61.89	128,731.20	18	63.82	4.47	68.29	142,043.20
	23	48.66	3.41	52.07	108,305.60	19	59.29	4.15	63.44	131,955.20	19	65.42	4.58	70.00	145,600.00
	24	49.88	3.49	53.37	111,009.60	20	60.77	4.25	65.02	135,241.60	20	67.06	4.69	71.75	149,240.00
	25	51.13	3.58	54.71	113,796.80	21	62.29	4.36	66.65	138,632.00	21	68.74	4.81	73.55	152,984.00
	26	52.41	3.67	56.08	116,646.40										
	27	53.72	3.76	57.48	119,558.40										
	28	55.06	3.85	58.91	122,532.80										
29	56.44	3.95	60.39	125,611.20											
Intermediate POST - 12% POST	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>
	30	39.93	4.79	44.72	93,017.60	22	48.65	5.84	54.49	113,339.20	22	53.68	6.44	60.12	125,049.60
	31	40.93	4.91	45.84	95,347.20	23	49.87	5.98	55.85	116,168.00	23	55.02	6.60	61.62	128,169.60
	32	41.95	5.03	46.98	97,718.40	24	51.12	6.13	57.25	119,080.00	24	56.40	6.77	63.17	131,393.60
	33	43.00	5.16	48.16	100,172.80	25	52.40	6.29	58.69	122,075.20	25	57.81	6.94	64.75	134,680.00
	34	44.08	5.29	49.37	102,689.60	26	53.71	6.45	60.16	125,132.80	26	59.26	7.11	66.37	138,049.60
	35	45.18	5.42	50.60	105,248.00	27	55.05	6.61	61.66	128,252.80	27	60.74	7.29	68.03	141,502.40
	36	46.31	5.56	51.87	107,889.60	28	56.43	6.77	63.20	131,456.00	28	62.26	7.47	69.73	145,038.40
	37	47.47	5.70	53.17	110,593.60	29	57.84	6.94	64.78	134,742.40	29	63.82	7.66	71.48	148,678.40
	38	48.66	5.84	54.50	113,360.00	30	59.29	7.11	66.40	138,112.00	30	65.42	7.85	73.27	152,401.60
	39	49.88	5.99	55.87	116,209.60	31	60.77	7.29	68.06	141,564.80	31	67.06	8.05	75.11	156,228.80
	40	51.13	6.14	57.27	119,121.60	32	62.29	7.47	69.76	145,100.80	32	68.74	8.25	76.99	160,139.20
	41	52.41	6.29	58.70	122,096.00										
	42	53.72	6.45	60.17	125,153.60										
	43	55.06	6.61	61.67	128,273.60										
44	56.44	6.77	63.21	131,476.80											
Advanced POST - 17% POST	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate <i>Based on 2,080 hours</i>
	45	39.93	6.79	46.72	97,177.60	33	48.65	8.27	56.92	118,393.60	33	53.68	9.13	62.81	130,644.80
	46	40.93	6.96	47.89	99,611.20	34	49.87	8.48	58.35	121,368.00	34	55.02	9.35	64.37	133,889.60
	47	41.95	7.13	49.08	102,086.40	35	51.12	8.69	59.81	124,404.80	35	56.40	9.59	65.99	137,259.20
	48	43.00	7.31	50.31	104,644.80	36	52.40	8.91	61.31	127,524.80	36	57.81	9.83	67.64	140,691.20
	49	44.08	7.49	51.57	107,265.60	37	53.71	9.13	62.84	130,707.20	37	59.26	10.07	69.33	144,206.40
	50	45.18	7.68	52.86	109,948.80	38	55.05	9.36	64.41	133,972.80	38	60.74	10.33	71.07	147,825.60
	51	46.31	7.87	54.18	112,694.40	39	56.43	9.59	66.02	137,321.60	39	62.26	10.58	72.84	151,507.20
	52	47.47	8.07	55.54	115,523.20	40	57.84	9.83	67.67	140,753.60	40	63.82	10.85	74.67	155,313.60
	53	48.66	8.27	56.93	118,414.40	41	59.29	10.08	69.37	144,289.60	41	65.42	11.12	76.54	159,203.20
	54	49.88	8.48	58.36	121,388.80	42	60.77	10.33	71.10	147,888.00	42	67.06	11.40	78.46	163,196.80
	55	51.13	8.69	59.82	124,425.60	43	62.29	10.59	72.88	151,590.40	43	68.74	11.69	80.43	167,294.40
	56	52.41	8.91	61.32	127,545.60										
	57	53.72	9.13	62.85	130,728.00										
	58	55.06	9.36	64.42	133,993.60										
59	56.44	9.59	66.03	137,342.40											

## Effective 10/02/2027 – 4% Across-the-Board Increase

	Deputy Sheriff 16					Sheriff Detective/Corporal DA Investigator 19					DA Senior Investigator 20				
	Steps	Hourly Rate		Annual Rate		Steps	Hourly Rate		Annual Rate		Steps	Hourly Rate		Annual Rate	
	Steps	Rate		Based on 2,080 hours		Steps	Rate		Based on 2,080 hours		Steps	Rate		Based on 2,080 hours	
NO POST	1	41.53		86,382.40		1	50.60		105,248.00		1	55.83		116,126.40	
	2	42.57		88,545.60		2	51.87		107,889.60		2	57.23		119,038.40	
	3	43.63		90,750.40		3	53.17		110,593.60		3	58.66		122,012.80	
	4	44.72		93,017.60		4	54.50		113,360.00		4	60.13		125,070.40	
	5	45.84		95,347.20		5	55.86		116,188.80		5	61.63		128,190.40	
	6	46.99		97,739.20		6	57.26		119,100.80		6	63.17		131,393.60	
	7	48.16		100,172.80		7	58.69		122,075.20		7	64.75		134,680.00	
	8	49.36		102,668.80		8	60.16		125,132.80		8	66.37		138,049.60	
	9	50.59		105,227.20		9	61.66		128,252.80		9	68.03		141,502.40	
	10	51.85		107,848.00		10	63.20		131,456.00		10	69.73		145,038.40	
	11	53.15		110,552.00											
	12	54.48		113,318.40											
	13	55.84		116,147.20											
	14	57.24		119,059.20											
Basic POST - 7% POST	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours
	15	41.53	2.91	44.44	92,435.20	11	50.60	3.54	54.14	112,611.20	11	55.83	3.91	59.74	124,259.20
	16	42.57	2.98	45.55	94,744.00	12	51.87	3.63	55.50	115,440.00	12	57.23	4.01	61.24	127,379.20
	17	43.63	3.05	46.68	97,094.40	13	53.17	3.72	56.89	118,331.20	13	58.66	4.11	62.77	130,561.60
	18	44.72	3.13	47.85	99,528.00	14	54.50	3.82	58.32	121,305.60	14	60.13	4.21	64.34	133,827.20
	19	45.84	3.21	49.05	102,024.00	15	55.86	3.91	59.77	124,321.60	15	61.63	4.31	65.94	137,155.20
	20	46.99	3.29	50.28	104,582.40	16	57.26	4.01	61.27	127,441.60	16	63.17	4.42	67.59	140,587.20
	21	48.16	3.37	51.53	107,182.40	17	58.69	4.11	62.80	130,624.00	17	64.75	4.53	69.28	144,102.40
	22	49.36	3.46	52.82	109,865.60	18	60.16	4.21	64.37	133,889.60	18	66.37	4.65	71.02	147,721.60
	23	50.59	3.54	54.13	112,590.40	19	61.66	4.32	65.98	137,238.40	19	68.03	4.76	72.79	151,403.20
	24	51.85	3.63	55.48	115,398.40	20	63.20	4.42	67.62	140,649.60	20	69.73	4.88	74.61	155,188.80
	25	53.15	3.72	56.87	118,289.60	21	64.78	4.53	69.31	144,164.80	21	71.47	5.00	76.47	159,057.60
	26	54.48	3.81	58.29	121,243.20										
	27	55.84	3.91	59.75	124,280.00										
	28	57.24	4.01	61.25	127,400.00										
	29	58.67	4.11	62.78	130,582.40										
Intermediate POST - 12% POST	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours
	30	41.53	4.98	46.51	96,740.80	22	50.60	6.07	56.67	117,873.60	22	55.83	6.70	62.53	130,062.40
	31	42.57	5.11	47.68	99,174.40	23	51.87	6.22	58.09	120,827.20	23	57.23	6.87	64.10	133,328.00
	32	43.63	5.24	48.87	101,649.60	24	53.17	6.38	59.55	123,864.00	24	58.66	7.04	65.70	136,656.00
	33	44.72	5.37	50.09	104,187.20	25	54.50	6.54	61.04	126,963.20	25	60.13	7.22	67.35	140,088.00
	34	45.84	5.50	51.34	106,787.20	26	55.86	6.70	62.56	130,124.80	26	61.63	7.40	69.03	143,582.40
	35	46.99	5.64	52.63	109,470.40	27	57.26	6.87	64.13	133,390.40	27	63.17	7.58	70.75	147,160.00
	36	48.16	5.78	53.94	112,195.20	28	58.69	7.04	65.73	136,718.40	28	64.75	7.77	72.52	150,841.60
	37	49.36	5.92	55.28	114,982.40	29	60.16	7.22	67.38	140,150.40	29	66.37	7.96	74.33	154,606.40
	38	50.59	6.07	56.66	117,852.80	30	61.66	7.40	69.06	143,644.80	30	68.03	8.16	76.19	158,475.20
	39	51.85	6.22	58.07	120,785.60	31	63.20	7.58	70.78	147,222.40	31	69.73	8.37	78.10	162,448.00
	40	53.15	6.38	59.53	123,822.40	32	64.78	7.77	72.55	150,904.00	32	71.47	8.58	80.05	166,504.00
	41	54.48	6.54	61.02	126,921.60										
	42	55.84	6.70	62.54	130,083.20										
	43	57.24	6.87	64.11	133,348.80										
	44	58.67	7.04	65.71	136,676.80										
Advanced POST - 17% POST	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours
	45	41.53	7.06	48.59	101,067.20	33	50.60	8.60	59.20	123,136.00	33	55.83	9.49	65.32	135,865.60
	46	42.57	7.24	49.81	103,604.80	34	51.87	8.82	60.69	126,235.20	34	57.23	9.73	66.96	139,276.80
	47	43.63	7.42	51.05	106,184.00	35	53.17	9.04	62.21	129,396.80	35	58.66	9.97	68.63	142,750.40
	48	44.72	7.60	52.32	108,825.60	36	54.50	9.27	63.77	132,641.60	36	60.13	10.22	70.35	146,328.00
	49	45.84	7.79	53.63	111,550.40	37	55.86	9.50	65.36	135,948.80	37	61.63	10.48	72.11	149,988.80
	50	46.99	7.99	54.98	114,358.40	38	57.26	9.73	66.99	139,339.20	38	63.17	10.74	73.91	153,732.80
	51	48.16	8.19	56.35	117,208.00	39	58.69	9.98	68.67	142,833.60	39	64.75	11.01	75.76	157,580.80
	52	49.36	8.39	57.75	120,120.00	40	60.16	10.23	70.39	146,411.20	40	66.37	11.28	77.65	161,512.00
	53	50.59	8.60	59.19	123,115.20	41	61.66	10.48	72.14	150,051.20	41	68.03	11.57	79.60	165,568.00
	54	51.85	8.81	60.66	126,172.80	42	63.20	10.74	73.94	153,795.20	42	69.73	11.85	81.58	169,686.40
	55	53.15	9.04	62.19	129,355.20	43	64.78	11.01	75.79	157,643.20	43	71.47	12.15	83.62	173,929.60
	56	54.48	9.26	63.74	132,579.20										
	57	55.84	9.49	65.33	135,886.40										
	58	57.24	9.73	66.97	139,297.60										
	59	58.67	9.97	68.64	142,771.20										

## APPENDIX C – 4/10 Schedules

### Safety Unit and Safety Management and Supervisory Unit

The Sheriff's Department will, or recently has, implemented 4/10 schedules for some stations/divisions. The Sheriff or designee has the sole authority to determine for which stations/divisions the 4/10 schedule will be implemented. The Sheriff's Department is committed to making the 4/10-shift schedule work. Because of its unknown impact upon overtime costs, scheduling and other operational and morale issues, it is necessary to designate procedures and conditions for the continuation of the 4/10-shift schedule. These procedures apply on a station-by-station basis.

For the first six months of implementation of a 4/10-shift schedule at a station, the impact of the 4/10-shift schedule will be evaluated monthly by the involved commanders and deputy chiefs. This evaluation may include, but not be limited to, the impact on employee morale and satisfaction with the program, overtime costs, leave usage, impact on operations and minimum staffing requirements, and administrative costs. Nothing in this agreement precludes the partial utilization of the 4/10-shift schedule when it is not feasible to offer it to all employees of the same class at a particular station or division.

The Sheriff has the authority to retain the 4/10-shift schedule or return to the 8-hour schedule in place prior to this agreement.

During the first six months of this implementation of a 4/10-shift schedule at a station, the following procedures will be in place for discontinuing the 4/10 shift schedule:

If practical, the Sheriff will give employees one (1) pay period notice prior to returning to the 8 hour schedule. The Sheriff may return to the former schedule with less than one (1) pay period notice if circumstances dictate (i.e. inability to meet critical staffing levels, increases in costs). There will be no meet and confer obligation with SBCSEA.

After the first six months of the implementation of a 4/10 shift schedule at a station, the following procedures will be in effect for discontinuing the 4/10-shift:

The Sheriff will provide as much notice to employees as practical but no less than two (2) pay periods. SBCSEA representatives will have the ability to meet and discuss with the Sheriff or designee the impact of returning to the former 8-hour shift schedule. Such discussions will be reasonable in order to resolve the relevant issues related to the impact of the change. The discussions will not extend over a long period of time to the point that they will impede timely implementation of the 8-hour shift schedule, and changes are not subject to mediation or arbitration procedures.

## **APPENDIX D – 12-Hour Shifts on Corrections Outlying Stations**

### **PURPOSE**

The purpose of this agreement is to describe the conditions of the 12-hours shift schedule in Corrections for correctional facilities in outlying stations, including Barstow, Big Bear, Colorado River, Morongo Basin and Victor Valley. The 12-hour shift will apply to positions designated by the Sheriff or designee. The Sheriff or designee has the final and binding authority to designate affected positions, and to assign employees to such positions.

### **PAY PERIOD/SCHEDULING**

Employees assigned to the 12-hour shift schedule in correctional facilities for outlying stations will be regularly scheduled to work 80 hours in a pay period, comprised of six 12-hour shifts and one 8-hour shift during the pay period. Scheduling will be accomplished in accordance with current provisions in the Safety MOU, Safety Management MOU, Sheriff's Department Manual, and the San Bernardino County Personnel Rules. The Sheriff's Department reserves the right to schedule and assign staff as necessary to meet the needs of the department.

Due to small number of employees assigned to staff each of these jail facilities, it is necessary to retain maximum flexibility for scheduling. Due to staffing shortages, employees may be assigned 8-hour shifts instead of 12-hour shifts with 48 hours notice. Such assignments will be temporary, and the employee will be scheduled back on 12-hour shifts as soon as feasible.

### **EVALUATION OF THE 12-HOUR SHIFT SCHEDULE**

The Sheriff's Department is committed to making the 12-hour shift schedule work. Because of its unknown impact upon overtime costs, scheduling and other operational and morale issues, it is necessary to designate procedures and conditions for the continuation of the 12-hour shift schedule.

For the first year of operation, the impact of the 12-hour shift schedule will be evaluated monthly by the involved commanders and deputy chiefs. This evaluation may include, but is not limited to, the impact of employee morale and satisfaction with the program, overtime costs, leave usage, impact on operations and minimum staffing standards, and administrative costs.

The Sheriff has the authority to retain the 12-hour shift schedule as described in this agreement, or return to the 8-hour schedule in place prior to this agreement.

During the first year of the agreement, the following procedures will be in place for discontinuing the 12-hour shift schedule:

If practical, the Sheriff will give employees and SBSCEA 2 months notice prior to returning to the 8-hour schedule. The Sheriff may return to the former schedule with less than 2 months notice if circumstances dictate (e.g. inability to meet critical staffing levels, increases in cost). There will be no meet and confer obligation.

After the first year of the agreement, the following procedures will be in effect for discontinuing the schedule:

The Sheriff will provide as much notice to employees as practical, but no less than 2 months. SBSCEA representatives will have the ability to meet and discuss with the Sheriff or designee the impact of returning to the former 8-hour schedule. Such discussions will be reasonable in order to resolve



relevant issues related to the impact of the change. They will not extend over a long period of time to the point that they impede timely implementation of the 8-hour schedule and the change is not subject to mediation or arbitration procedures.

## **APPENDIX E - Office of the District Attorney 9/80 Schedule**

### **Safety Unit and Safety Management Unit**

The District Attorney's Office will be implementing a 9/80 work schedule for the Bureau of Investigation. The District Attorney or his designee has the sole authority to determine which units/offices will receive the 9/80 work schedule. Because of its unknown impact upon overtime costs, scheduling and other operational and morale issues, it is necessary to designate procedures and conditions for the continuation of the 9/80 work schedule. These procedures may apply on an office-by-office or a unit-by-unit basis.

During the first six months of implementation of the 9/80 work schedule within the Bureau of Investigation, the impact of the 9/80 work schedule will be evaluated monthly by the involved Supervising Investigators and Assistant Chiefs. This evaluation may include, but not be limited to, the impact on employee morale, satisfaction with the program, overtime costs, leave usage, impact on operations, minimum staffing requirements and administrative costs. Nothing in this agreement precludes the partial utilization of the 9/80 work schedule when it is not feasible to offer it to all employees of the same class at a particular office or within a particular unit.

The District Attorney or his designee has the authority to retain the 9/80 work schedule or return to the eight hour work schedule that was in place prior to this agreement.

During the first six months of the implementation of the 9/80 work schedule at an office or within a unit, the following procedures will be in place for discontinuing the 9/80 work schedule:

If practical, the District Attorney or his designee will give employees one (1) pay period notice prior to returning to the eight-hour work schedule. The District Attorney or his designee may return to the former schedule with less than one (1) pay period notice if circumstances dictate. These circumstances may include the inability to meet critical staffing levels or increases in operational or administrative costs. There will be no meet and confer obligation with SEBA.

After the first six months of the implementation of a 9/80 work schedule at an office or within a unit, the following procedures will be in effect for discontinuing the 9/80 work schedule:

The District Attorney or his designee will provide as much notice to employees as practical, but no less than two (2) pay periods prior to returning to the eight-hour work schedule. SEBA representatives will have the ability to meet and discuss with the District Attorney or his designee the impact of returning to the former eight-hour work schedule. Such discussions will be reasonable in order to resolve the relevant issues related to the impact of the change in schedules. The discussions will not extend over a long period of time or to the point that they will impede timely implementation of the former eight-hour work schedule. These changes are not subject to mediation or arbitration procedures.

All employees requesting to work the 9/80 schedule will be required to complete and sign a 9/80 work schedule request form. This form allows an employee to request a schedule preference within the parameters of the 9/80 work schedule. The employees will also be asked to complete and sign the 9/80 work schedule agreement form which lists conditions related to the 9/80 work schedule. Lastly, the employee will receive a form in response to their request to work the 9/80 work schedule. This form will either approve or deny their request. Samples of these forms are attached to this side letter agreement and incorporated by reference. Copies of these forms will be provided to the employee and placed in each employee's personnel file after the employee has signed and completed them.

## **APPENDIX F - Office of the District Attorney 4/10 Schedule**

### **Safety Unit and Safety Management Unit**

The District Attorney's Office will be implementing a 4/10 work schedule for the Bureau of Investigation. The District Attorney or his designee has the sole authority to determine which units/offices will receive the 4/10 work schedule. Because of its unknown impact upon overtime costs, scheduling and other operational and morale issues, it is necessary to designate procedures and conditions for the continuation of the 4/10 work schedule. These procedures may apply on an office-by-office or a unit-by-unit basis.

During the first six months of implementation of the 4/10 work schedule within the Bureau of Investigation, the impact of the 4/10 work schedule will be evaluated monthly by the involved Supervising Investigators and Assistant Chiefs. This evaluation may include, but not be limited to, the impact on employee morale, satisfaction with the program, overtime costs, leave usage, impact on operations, minimum staffing requirements and administrative costs. Nothing in this agreement precludes the partial utilization of the 4/10 work schedule when it is not feasible to offer it to all employees of the same class at a particular office or within a particular unit.

The District Attorney or his designee has the authority to retain the 4/10 work schedule or return to the 9/80 or eight-hour work schedules that were in place prior to this agreement.

During the first six months of the implementation of the 4/10 work schedule at an office or within a unit, the following procedures will be in place for discontinuing the 4/10 work schedule:

If practical, the District Attorney or his designee will give employees one (1) pay period notice prior to returning to the 9/80 or eight-hour work schedule. The District Attorney or his designee may return to the former schedule with less than one (1) pay period notice if circumstances dictate. These circumstances may include the inability to meet critical staffing levels or increases in operational or administrative costs. There will be no meet and confer obligation with SEBA.

After the first six months of the implementation of a 4/10 work schedule at an office or within a unit, the following procedures will be in effect for discontinuing the 4/10 work schedule:

The District Attorney or his designee will provide as much notice to employees as practical, but no less than two (2) pay periods prior to returning to the 9/80 or eight-hour work schedule. SEBA representatives will have the ability to meet and discuss with the District Attorney or his designee the impact of returning to the former 9/80 or eight-hour work schedule. Such discussions will be reasonable in order to resolve the relevant issues related to the impact of the change in schedules. The discussions will not extend over a long period of time or to the point that they will impede timely implementation of the former 9/80 or eight-hour work schedule. These changes are not subject to mediation or arbitration procedures.

All employees requesting to work the 4/10 schedule will be required to complete and sign a 4/10 work schedule request form. This form allows an employee to request a schedule preference within the parameters of the 4/10 work schedule. The employees will also be asked to complete and sign the 4/10 work schedule agreement form which lists conditions related to the 4/10 work schedule. Lastly, the employee will receive a form in response to their request to work the 4/10 work schedule. This form will either approve or deny their request. Samples of these forms are attached to this side letter

agreement and incorporated by reference. Copies of these forms will be provided to the employee and placed in each employee's personnel file after the employee has signed and completed them.