

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

January 28, 2025

FROM

**DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District
LEONARDO GONZALEZ, County Labor Relations Chief, Human Resources**

SUBJECT

Memorandum of Understanding with San Bernardino County Professional Firefighters,
International Association of Fire Fighters, Local 935

RECOMMENDATION(S)

Acting as the governing body of the San Bernardino County Fire Protection District:

1. Approve a Memorandum of Understanding with San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 for employees in the bargaining unit effective February 8, 2025 through January 31, 2030.
2. Approve appropriation and reserve adjustments and authorize the Auditor-Controller/Treasurer/Tax Collector to post necessary budget adjustments, as detailed in the Financial Impact section (Four votes required).

(Presenter: Leonardo Gonzalez, County Labor Relations Chief, 387-5570)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Create, Maintain and Grow Jobs and Economic Value in the County.

Improve County Government Operations.

Operate in a Fiscally-Responsible and Business-Like Manner.

Ensure Development of a Well-Planned, Balanced, and Sustainable County.

FINANCIAL IMPACT

The San Bernardino County Fire Protection District (SBCFPD) will fund the ongoing costs of the proposed Memorandum of Understanding (MOU) without the need for Discretionary General Funding (Net County Cost).

The MOU's estimated ongoing costs by fiscal year are reflected in the following table:

Fiscal Year	Ongoing Costs
2024-25	\$2,600,000
2025-26	\$11,100,000
2026-27	\$17,600,000
2027-28	\$25,000,000
2028-29	\$31,000,000
2029-30	\$34,600,000
Ongoing Annual Amount (*)	\$34,700,000

(*) Fiscal year 2030-31 and thereafter.

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The MOU also includes a one-time cost of approximately \$4,000,000 that will be funded by SBCFPD for the establishment of a Healthcare Trust. Approval of the budget adjustments in the table below will allow SBCFPD to transfer funds to the San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 (Local 935) for establishment of the Healthcare Trust.

Cost Center	Commitment Item	Description	Action	Amount
6000002448	37008880	Fund Balance-Reserved – Available Reserves	Decrease	\$400,000
5900002442	37008880	Fund Balance-Reserved – Available Reserves	Decrease	\$800,000
6100002454	37008880	Fund Balance-Reserved – Available Reserves	Decrease	\$400,000
5800002434	37008880	Fund Balance-Reserved – Available Reserves	Decrease	\$2,400,000
6000042448	51001305	Other Fringes	Increase	\$400,000
5900022442	51001305	Other Fringes	Increase	\$800,000
6100052454	51001305	Other Fringes	Increase	\$400,000
5800062434	51001305	Other Fringes	Increase	\$2,400,000

BACKGROUND INFORMATION

Representatives of SBCFPD, under direction of the Board of Directors (Board), met and conferred with representatives of Local 935 to negotiate a successor labor agreement covering wages, hours, and other terms and conditions of employment for employees in the unit. The parties reached agreement on the proposed MOU with a term that will expire at 12:00 a.m. (midnight) of January 31, 2030.

The proposed MOU includes the following items:

- 3% across-the-board increase effective January 10, 2026, January 9, 2027, January 8, 2028, and January 6, 2029.
- 4% equity for all salary ranges effective the pay period following Board approval.
- Discontinue the Modified Benefit Option for employees in the unit effective the pay period following Board approval.
- Convert Vacation accrual banks to Paid Time Off on a one-to-one basis, effective the pay period following Board approval.
- Transition all employees to Paid Time Off leave accrual in lieu of Vacation leave and Sick leave accruals, effective the pay period following Board approval.
- One time cash out of Vacation leave for eligible employees who are over the established maximum allowance for Paid Time Off.
- Roll-in stipend for Emergency Medical Technician (EMT) certification to base salary for salary range Firefighter with EMT (FFE) and Engineer with EMT (ENGE) effective January 9, 2027.
- Roll-in stipend for Paramedic certification to base salary for salary range Firefighter with Paramedic (FFP) and Engineer with Paramedic (ENGP), effective January 9, 2027.
- Increase Company Officer certification from \$150 per month to \$210 per month, effective January 9, 2027.
- Roll-in stipend for Company Officer Certification to base salary for salary range Captain (CAP), effective January 9, 2027.
- Establish new 2.5% top step for salary ranges ENGE and ENGP, effective August 5, 2028.

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- Establish new 2.5% top step for salary range CAP, effective August 4, 2029.
- Establish a Truck Operations Specialty Pay, effective January 8, 2028.
- Increase the Medical Premium Subsidy for all coverage levels effective the pay period following Board approval, July 12, 2025, and July 11, 2026.
- Eliminate two steps for all salary ranges, except FFE, effective the pay period following Board approval, and January 10, 2026.
- Eliminate two steps for salary ranges FFP, ENG, and CAP effective January 9, 2027.
- Reallocate Engineers with EMT certification to new Engineer EMT classification, effective January 9, 2027.
- Technical title change of Engineers with Paramedic certification to Engineer Paramedic classification, effective January 9, 2027.
- Convert Fire Suppression Aides to a 24-day work period pursuant to section 207(k) of the Fair Labor Standards Board, effective May 17, 2025.
- Adjust some benefits for Fire Suppression Aides to match the benefits of the rest of the unit, effective May 17, 2025.
- Increase Bilingual Pay for eligible employees to \$50 per pay period effective the pay period following Board approval.
- Rename Short Term Disability Article to Long Term Disability and increase by \$5 per month, effective the pay period following Board approval.
- Establish a one-time contribution of \$4,000,000 towards the startup of a healthcare trust, contingent upon agreement to specified parameters.
- Reallocate Fire Suppression Aide IIs to Fire Suppression Aide IIIs, effective the pay period following Board approval.
- Technical title change of Fire Suppression Aide IIIs, to Fire Suppression Aide effective the pay period following Board approval.
- Update leave provisions in compliance with changes to California law.
- Incorporate previously approved Side Letter Agreements into the MOU by mutual agreement.
- Clean up language throughout the entirety of the MOU.

Local 935 notified the County on January 16, 2025, that the unit has ratified the proposed MOU. If approved by the Board, the proposed MOU will constitute a successor labor agreement between SBCFPD and Local 935 covering wages, hours, and other terms and conditions of employment through January 31, 2030.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Chief Assistant County Counsel, 387-5455) on January 9, 2025; Human Resources (Leonardo Gonzalez, County Labor Relations Chief, 387-5568) on January 6, 2025; Finance (Ivan Ramirez, Administrative Analyst, 387-4020) on January 16, 2025; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on January 16, 2025.

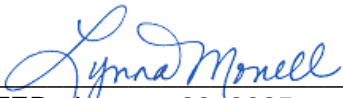
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Record of Action of the Board of Directors
San Bernardino County Fire Protection District

APPROVED (CONSENT CALENDAR)

Moved: Curt Hagman Seconded: Joe Baca, Jr.
Ayes: Col. Paul Cook (Ret.), Jesse Armendarez, Dawn Rowe, Curt Hagman, Joe Baca, Jr.

Lynna Monell, SECRETARY

BY 
DATED: January 28, 2025



cc: HR – Gonzalez w/MOU
 File - SDD/Employee/MOU - IAFF, Local 935, AFL-CIO, CLC
 w/MOU
CCM 01/31/2025