

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

August 8, 2023

FROM

**DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District
DIANE RUNDLES, Assistant Executive Officer, Human Resources Department**

SUBJECT

Memorandum of Understanding with the Sheriff's Employees' Benefit Association Representing Employees in the Specialized Fire Unit

RECOMMENDATION(S)

Acting as the governing body of the San Bernardino County Fire Protection District, approve the proposed Memorandum of Understanding between the San Bernardino County Fire Protection District and the Sheriff's Employees' Benefit Association representing the employees in the Specialized Fire Unit through October 31, 2026.

(Presenter: Diane Rundles, Assistant Executive Officer, 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.

Provide for the Safety, Health and Social Service Needs of County Residents.

FINANCIAL IMPACT

Although most of this Memorandum of Understanding (MOU) will be funded by revenue sources of the San Bernardino County Fire Protection District (SBCFPD), approval of this item will result in the use of additional Discretionary General Funding (Net County Cost) as reflected in the following table:

Fiscal Year	Estimated Ongoing Costs	Funding Source	
		SBCFPD	Net County Cost
2023-24	\$673,003	\$631,603	\$41,400
2024-25	\$1,191,339	\$1,118,039	\$73,300
2025-26	\$1,601,813	\$1,503,313	\$98,500
2026-27	\$1,737,639	\$1,630,639	\$107,000

In addition to the ongoing costs, there are estimated one-time costs totaling \$141,000 for extension of the annual vacation cash-out provision through the MOU term. This amount will be funded by SBCFPD (\$132,000) and the use of additional Net County Cost (\$9,000).

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Budget adjustments for 2023-24 costs are not requested at this time but will be included, if needed, on a future budget report presented to the Board of Directors (Board) for approval. Sufficient appropriation for costs in subsequent years will be included in future recommended budgets.

BACKGROUND INFORMATION

Representatives of San Bernardino County (County), under direction of the Board, met and conferred with representatives of the Sheriff's Employees' Benefit Association (SEBA) in an attempt to reach a successor agreement covering wages, hours, and other terms and conditions of employment for employees in the Specialized Fire Unit (Unit). After several bargaining sessions, the parties reached agreement on the proposed MOU, which contains the following terms:

- Implement a 1% across-the-board wage increase effective following Board approval; a 3% across-the-board wage increase effective October 21, 2023; a 3% across-the-board wage increase effective October 19, 2024; and a 3% across-the-board wage increase effective October 18, 2025.
- Make administrative changes to the eligibility for Medical and Dental Plan Coverage and Medical Emergency Leave.
- Incorporate previously approved Side Letter Agreement recognizing the June 19th holiday.
- Update leave provisions in compliance with changes in California law.
- Increase the Medical Premium Subsidy for all coverage levels effective following Board approval, October 21, 2023, October 19, 2024, and October 18, 2025.
- Allow employees in the Unit to participate in the SEBA Medical Trust should one be established after agreement between SEBA and the County. Eligible employees who retire prior to an agreement will receive a one-time contribution to each employee's Retirement Medical Trust Fund.
- Increase County match contribution to the County's deferred compensation plan for employees not eligible for Safety Retirement to 1% of base salary upon completion of five years of County service effective October 21, 2023.
- Establish a Deferred Compensation - Grandfathered County Fire Contribution for employees in certain classifications, hired into the unit prior to January 1, 2013, of \$700 per month.
- Effective following Board approval, increase the County contribution to the Retirement Medical Trust to 1% of base salary upon completion of one year of County service, 2% of base salary upon completion of five years of County service, and 3% of base salary upon completion of 20 years of County service.
- Establish a new Longevity Pay tier of 1% at 10 years of service and increase current Longevity Pay tier at 15 years of service to 3%.
- Establish a 2.5% new top step for all non-trainee classifications, effective July 29, 2023, and July 27, 2024.
- Establish a 5% equity increase to the Emergency Services Officer classification and a 1% equity increase to the Fire Prevention Specialist, Fire Prevention Officer, Fire Investigator I, and Fire Investigator II classifications effective following Board approval.
- Effective the pay period following Board approval, increase uniform allowance to \$600 per fiscal year.
- Increase tuition reimbursement to \$500 per fiscal year effective fiscal year 2023-24.
- Extend the Vacation Cash-Out provision through the term of the MOU.
- Incorporate previously approved COVID-19 Premium Pay Side Letter Agreement.

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SEBA has notified the County that the Unit has ratified the proposed MOU. The proposed MOU, if approved, will extend the terms and conditions of employment for the Unit effective the pay period following Board approval through October 31, 2026.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on June 26, 2023; Human Resources (Diane Rundles, Assistant Executive Officer, 387-5570) on June 23, 2023; Finance (Tom Forster, Administrative Analyst, 387-4635) on June 30, 2023; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on June 30, 2023.

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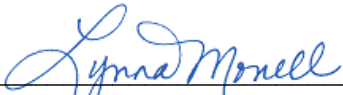
Record of Action of the Board of Directors
San Bernardino County Fire Protection District

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: August 8, 2023



cc: HR - Gonzalez w/MOU
Contractor - c/o HR w/MOU
File - Employees/MOU/Specialized Fire Services Unit
CCM 08/14/2023