

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

December 3, 2024

**FROM**

**LEONARDO GONZALEZ, Director, Human Resources Department**

**ARLENE MOLINA, Assistant Director, Preschool Services Department**

**SUBJECT**

Side Letter Agreement with Teamsters Local 1932 for Preschool Services Department Non-Supervisory and Supervisory Units

**RECOMMENDATION(S)**

Approve Side Letter Agreement with Teamsters Local 1932, representing employees in the Preschool Services Department Non-Supervisory Unit and Preschool Services Department Supervisory Unit, providing the employees with a cost-of-living adjustment and one-time payment to eligible staff.

(Presenter: Leonardo Gonzalez, Director, 387-5568)

**COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES**

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

**Pursue County Goals and Objectives by Working with Other Agencies and Stakeholders.**

**FINANCIAL IMPACT**

This item does not impact Discretionary General Funding (Net County Cost). All costs associated with Preschool Services Department's (PSD) contract positions are funded by grants for the Head Start (HS), Early Head Start (EHS), and Early Head Start-Child Care Partnership (EHS-CCP) programs. The estimated cost for this Side Letter Agreement (Agreement) is \$361,325, consisting of a cost-of-living adjustment and a one-time payment to eligible staff. This cost was incorporated into the grant award accepted by the Board of Supervisors (Board) on November 5, 2024 (Item No. 26). Adequate appropriation and revenue have been included in the Preschool Services Department's (PSD) 2024-25 budget.

**BACKGROUND INFORMATION**

PSD operates the HS, EHS, EHS-CCP, General Child Care and Development, and State Preschool programs. These programs provide education, health, nutrition, cognitive, social/emotional, physical growth and development, and parent involvement services for children ages 0 to 5 with the goal of increasing family engagement and the school readiness of young children in economically disadvantaged families. Head Start and State Preschool programs have been operating in the county since 1965. Since 1999, PSD has provided these programs through a combination of direct and contracted services.

On November 5, 2024 (Item No. 26), the Board approved a grant award (Award No. 09CH011719-05-01) (Award) from the United States Department of Health and Human

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Services, Administration for Children and Families for continued support of the HS, EHS, and EHS-CCP programs, in the amount of \$33,016,335.

Following receipt of the Award for continued support of the HS, EHS, and EHS-CCP programs, pursuant to the Memorandum of Understanding between San Bernardino County and Teamsters Local 1932 (Teamsters) for employees in the PSD Non-Supervisory Unit and PSD Supervisory Unit, the County provided Teamsters with notice of the Award and an opportunity to discuss wage adjustments. Teamsters requested to meet to discuss the proposed wage adjustments. As a result, the County and Teamsters agreed to the proposed Agreement, which would provide employees in the units with a 2.35% cost-of-living adjustment and a one-time lump sum payment of \$437. If approved, the cost-of-living adjustment would become effective November 30, 2024, and the lump sum pay would be paid on or around December 25, 2024.

**PROCUREMENT**

N/A

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Cynthia O'Neill, Chief Assistant County Counsel, 387-5455) on November 14, 2024; Human Resources (Leonardo Gonzalez, Director, 387-5568) on November 4, 2024; County Administrative Office (Diane Rundles, Assistant Executive Officer, 387-5570) on November 7, 2024; Finance (Paul Garcia, Administrative Analyst, 386-8392) on November 14, 2024; and County Finance and Administration (Cheryl Adams, Deputy Executive Officer, 388-0238) on November 15, 2024.

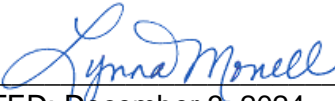
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Services Department Non-Supervisory and Supervisory Units  
December 3, 2024**

Record of Action of the Board of Supervisors  
San Bernardino County

**APPROVED (CONSENT CALENDAR)**

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

Lynna Monell, CLERK OF THE BOARD

BY  \_\_\_\_\_  
DATED: December 3, 2024



cc: File - MOU/Preschool Services Department w/side letter  
CCM 12/6/2024