

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

March 29, 2022

FROM

DIANE RUNDLES, Director, Human Resources Department

SUBJECT

Side Letter Agreement with Teamsters Local 1932

RECOMMENDATION(S)

Approve a Side Letter Agreement between San Bernardino County and Teamsters Local 1932 for After Hours Child Placement Night Shift Differential, Incentive and On-Call Compensation for the Preschool Services Non-Supervisory Unit and Preschool Services Supervisory Unit.
(Presenter: Diane Rundles, Director, 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

Approval of this item will not result in the use of Discretionary General Funding (Net County Cost). The proposed Side Letter Agreement, which will be effective the pay period after approval by the Board of Supervisors (Board), includes an After-Hours Child Placement Night Shift Differential (Differential) and One-Time After-Hours Child Placement Night Shift Volunteer Incentive (Incentive) for the employees of Preschool Services (PSD) who volunteer to work in Children and Family Services (CFS) to provide after-hours child placement care. The total cost for the proposed Side Letter Agreement will be funded by reimbursements from CFS, per the Memorandum of Understanding (MOU) between CFS and PSD. Amendment No. 4 of this MOU was executed on March 4, 2022, with the expiration date of June 30, 2023.

BACKGROUND INFORMATION

CFS recently identified difficulties in finding coverage for after-hours child placement care. PSD requests to provide a Differential and an Incentive for its employees who volunteer to work in CFS providing after-hours child placement care.

The meet and confer process resulted in the proposed Side Letter Agreement between San Bernardino County (County) and Teamsters Local 1932, establishing a differential that which will provide compensation of \$1.75 per hour over and above the base hourly rate to PSD employees who volunteer to work at CFS providing after-hours child placement care and who are assigned to work the night shift from the hours of 6:00pm to 6:00am to supervise foster children in CFS for whom there is no emergency placement.

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In addition, the County will provide an Incentive, which is a one-time bonus of \$500. The Incentive shall be available to PSD employees who volunteer to work at CFS providing after-hours child placement care for six consecutive months to work the night shift as part of their assigned schedule. For the purposes of this Incentive, the night shift is comprised of two shifts: from the hours of 6:00pm to 12:00am, and from the hours of 12:00am to 6:00am.

This Incentive shall sunset one year following the Board's approval of the Side Letter Agreement.

This Side Letter Agreement also provides On-Call Compensation for PSD employees who volunteer to work in CFS providing after-hours child placement care.

PSD staff shall only be able to receive compensation under the proposed Side Letter Agreement based on the MOU and funding provided by CFS. If the mutual agreement is terminated or funding from CFS is no longer available, PSD staff will no longer be eligible to receive the benefits outlined in the proposed Side Letter Agreement.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on March 3, 2022; Human Resources (Leonardo Gonzalez, Human Resources Deputy Director/Labor Chief, 387-5568) on February 28, 2022; Finance (Jessica Trillo, Principal Administrative Analyst, 387-4222) on March 11, 2022; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on March 15, 2022.

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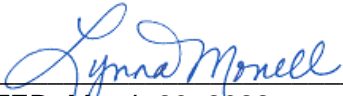
Record of Action of the Board of Supervisors
San Bernardino County

APPROVED (CONSENT CALENDAR)

Moved: Joe Baca, Jr. Seconded: Dawn Rowe

Ayes: Col. Paul Cook (Ret.), Janice Rutherford, Dawn Rowe, Curt Hagman, Joe Baca, Jr.

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: March 29, 2022



cc: File – MOU/Preschool Services Department w/side letter
CCM 04/5/2022