

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

August 5, 2025

**FROM**

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

**SUBJECT**

Side Letter Agreement 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, approve a Side Letter Agreement, effective August 9, 2025, between the San Bernardino County Fire Protection District and the San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 for employees in the bargaining unit, amending the Healthcare Trust article of the current Memorandum of Understanding, for the implementation of a Healthcare Trust.

(Presenter: Leonardo Gonzalez, Director, 387-5570)

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

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

**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 additional Discretionary General Funding (Net County Cost). On January 28, 2025 (Item No. 65), the Board of Directors (Board) approved a one-time \$4,000,000 contribution to a healthcare trust or similar benefits program for bargaining unit employees, contingent upon agreement on parameters by the San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 (Local 935) and the San Bernardino County Fire Protection District (SBCFPD), funded by SBCFPD. There are no anticipated additional costs associated with the proposed Side Letter Agreement (Agreement). No budget adjustments are requested at this time.

**BACKGROUND INFORMATION**

On January 28, 2025 (Item No. 65), the Board approved a successor Memorandum of Understanding (MOU) between the SBCFPD and Local 935 for employees in the Firefighter Unit and Fire Suppression Aide Unit (Units). The parties agreed that upon the establishment of agreed-upon terms, Local 935 members in the Units will have the option to select the County-sponsored health plans or the Local 935-sponsored health plans offered through a Local 935 Healthcare Trust.

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The parties continued to meet and confer resulting in the proposed Agreement establishing the terms and conditions of the Local 935 Healthcare Trust. The proposed Agreement establishes the following:

- Eligibility requirements for employees to participate in the Healthcare Trust.
- Transfer of the previously agreed upon one-time County contribution to the Healthcare Trust.
- A composite rate for the Medical Premium Subsidy contribution from the County.
- Local 935 shall pay Administrative fees to the County for certain trust-related start-up costs and ongoing administration.
- Joint periodic reviews of the trust administration.
- The ability for the County to perform audits of the Healthcare Trust as necessary.

If approved, Local 935 will begin the development and implementation process of its Healthcare Trust program.

**PROCUREMENT**

N/A

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Cynthia O'Neill, Chief Assistant County Counsel, 387-5455) on July 24, 2025; Human Resources (Leonardo Gonzalez, Director, 387-5570) on July 24, 2025; and County Finance and Administration (Jenny Yang, 387-4884, and Garrett Baker, 387-3077, Administrative Analysts) on July 24, 2025.

**Side Letter Agreement with San Bernardino County Professional Firefighters, International Association of Fire Fighters, Local 935 August 5, 2025**

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

**APPROVED (CONSENT CALENDAR)**

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

Lynna Monell, SECRETARY

BY   
DATED: August 5, 2025



cc: File - SDD/Employee/MOU – IAFF, LOCAL 935, AFL-CIO, CLC  
w/side letter

MBA 08/18/2025