

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF BOARD GOVERNED COUNTY SERVICE AREAS
AND RECORD OF ACTION**

**REPORT/RECOMMENDATION TO THE BOARD OF DIRECTORS
OF THE FOLLOWING:
BIG BEAR VALLEY RECREATION AND PARK DISTRICT
BLOOMINGTON RECREATION AND PARK DISTRICT
SAN BERNARDINO COUNTY FIRE PROTECTION DISTRICT
AND RECORD OF ACTION**

November 18, 2025

FROM

**LUTHER SNOKE, Chief Executive Officer, County Administrative Office
DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District
NOEL CASTILLO, Director, Department of Public Works – Special Districts**

SUBJECT

Amendment to the San Bernardino County Fire Protection District, San Bernardino County Special Districts Exempt Compensation Plan, and the Non-Represented Employee Compensation Plan

RECOMMENDATION(S)

1. Acting as the governing body of the Board Governed County Service Areas, amend the Exempt Compensation Plan and the Non-Represented Employee Compensation Plan, as on file with the Clerk of the Board of Supervisors, effective November 29, 2025.
2. Acting as the governing body of the San Bernardino County Fire Protection District, amend the Exempt Compensation Plan and the Non-Represented Employee Compensation Plan, as on file with the Secretary of the Board of Directors, effective November 29, 2025.
3. Acting as the governing body of the Big Bear Valley Recreation and Park District, amend the Exempt Compensation Plan and the Non-Represented Employee Compensation Plan, as on file with the Secretary of the Board of Directors, effective November 29, 2025.
4. Acting as the governing body of the Bloomington Recreation and Park District, amend the Exempt Compensation Plan and the Non-Represented Employee Compensation Plan, as on file with the Secretary of the Board of Directors, November 29, 2025.

(Presenter: Leonardo Gonzalez, Director, 387-5565)

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.

**Amendment to the San Bernardino County Fire Protection District, San Bernardino County Special Districts Exempt Compensation Plan, and the Non-Represented Employee Compensation Plan
November 18, 2025**

FINANCIAL IMPACT

Approval of this item will not result in the use of Discretionary General Funding (Net County Cost). There are negligible costs from the amended Exempt Compensation Plan and the amended Non-Represented Employee Compensation Plan, which will be funded through revenue of the Board Governed County Service Areas, Big Bear Valley Recreation and Park District, Bloomington Recreation and Park District (collectively, Special Districts), and San Bernardino County Fire Protection District (SBCFPD).

2025-26 budget adjustments for this item are not requested at this time but may be subsequently presented to the Board of Supervisors and Board of Directors (Board) for approval, as needed. Sufficient appropriation will be included in future recommended budgets.

BACKGROUND INFORMATION

The Exempt Compensation Plan sets the terms, compensation, and other working conditions for exempt employees in Special Districts, SBCFPD, and the Consolidated Fire Agencies of San Bernardino County (CONFIRE). The Non-Represented Employee Compensation Plan sets the terms, compensation, and other working conditions for non-represented employees in Special Districts, SBCFPD, and CONFIRE.

To ensure consistency with compensation and benefits recently provided to San Bernardino County exempt employees and non-represented employees, it is proposed that the plans be revised as follows:

- Modify Salary Rates and Step Advancements, allowing variable entrance steps through Step 10.
- Modify Promotions to allow employees to receive at least a 5% salary increase and up to a 7.5% salary increase upon promotion.
- Modify Sick Leave Conversion to reflect the current practice that Paid Time Off is eligible for conversion.
- Provide an additional day of paid Bereavement Leave for all employees and reduce the mileage requirement to 600 miles of travel to be eligible for the additional day of paid Bereavement Leave.
- Modify the Retirement Medical Trust Fund to reflect current practice for prior service credit requests and clarify eligibility requirements.
- Remove language excluding benefit groups A and B in the Perfect Attendance article.
- Modify the Healthy Lifestyles Program to remove the option for annual physical examination.
- Update classification and salary range structure to reflect recommended changes and changes approved in the County's Budget Report.
- Clean up obsolete language throughout the entirety of the compensation plan.

If approved, the changes will become effective November 29, 2025.

PROCUREMENT

Not applicable.

**Amendment to the San Bernardino County Fire Protection District, San Bernardino County Special Districts Exempt Compensation Plan, and the Non-Represented Employee Compensation Plan
November 18, 2025**

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Chief Assistant County Counsel, 387-5455) on October 30, 2025; Human Resources (Leonardo Gonzalez, Director, 387-5570) on October 29, 2025; and County Finance and Administration (Garrett Baker, Administrative Analyst, 387-3077) on October 30, 2025.

**Amendment to the San Bernardino County Fire Protection District, San Bernardino County Special Districts Exempt Compensation Plan, and the Non-Represented Employee Compensation Plan
November 18, 2025**

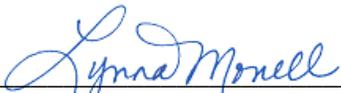
Record of Action of the Board of Directors
San Bernardino County Fire Protection District
Bloomington Recreation and Park District
Big Bear Valley Recreation and Park District

Record of Action of the Board of Supervisors
Board Governed County Service Areas

APPROVED (CONSENT CALENDAR)

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

Lynna Monell, CLERK OF THE BOARD/SECRETARY

BY 
DATED: November 18, 2025



cc: File - Administrative Office w/ attachment
JLL 11/24/2025