

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

December 17, 2019

FROM

GARY McBRIDE, Chief Executive Officer, County Administrative Office

SUBJECT

Side Letter Agreement with the Sheriff's Employees' Benefit Association – Safety Unit

RECOMMENDATION(S)

Approve a side letter agreement with the Sheriff's Employees' Benefit Association for employees in the Safety Unit.

(Presenter: Bob Windle, County Labor Relations Chief, 387-3101)

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.

FINANCIAL IMPACT

Approval of this item will result in the use of additional Discretionary General Funding (Net County Cost). The additional one-time cost associated with continuing the additional 20 hours of leave cash-out is estimated to be \$598,000, of which an estimated \$311,000 will be funded with Discretionary General Funding (i.e. the County's Labor Reserve).

BACKGROUND INFORMATION

In the course of negotiations with other bargaining units, the County of San Bernardino (County) and the employee organizations representing those units agreed to continue a 60-hour leave cash-out option for employees who utilized 80 or more hours of leave during the previous calendar year.

On August 6, 2019, the Board of Supervisors (Board) approved a successor Memorandum of Understanding (MOU) between the County and the Sheriff's Employees' Benefit Association (SEBA), which did not continue the 60-hour leave cash-out option, but instead included a 40-hour leave cash-out option. Upon a request from SEBA, the County met and conferred with SEBA's representatives regarding the terms and conditions of employment of the Safety Unit. The meet and confer process resulted in the County and SEBA agreeing to continue the additional 20 hours of leave cash-out on a one-time basis (i.e., December 2019 only) for employees in the Safety Unit.

PROCUREMENT

N/A.

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REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Supervising Deputy County Counsel, 387-5455) on December 9, 2019; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on December 9, 2019; Finance (Wen Mai, Administrative Analyst, 387-4020) on December 9, 2019; County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on December 11, 2019.

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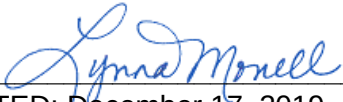
Record of Action of the Board of Supervisors
County of San Bernardino

APPROVED (CONSENT CALENDAR)

Moved: Robert A. Lovingood Seconded: Josie Gonzales

Ayes: Robert A. Lovingood, Janice Rutherford, Dawn Rowe, Curt Hagman, Josie Gonzales

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: December 17, 2019



cc: File- MOU – SAFETY UNIT w/attach
la 12/20/2019