

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

June 13, 2023

FROM

DIANE RUNDLES, Assistant Executive Officer, Human Resources Department

SUBJECT

Side Letter Agreements with the Sheriff's Employees' Benefit Association

RECOMMENDATION(S)

1. Approve a Side Letter Agreement between San Bernardino County and the Sheriff's Employees' Benefit Association representing employees in the Safety Unit, amending the Medical Trust article of the current Memorandum of Understanding, to allow for an extension of time to meet and confer on the establishment of a Medical Trust.
2. Approve a Side Letter Agreement between San Bernardino County and the Sheriff's Employees' Benefit Association representing employees in the Safety Management and Supervisory Unit, amending the Medical Trust article of the current Memorandum of Understanding, to allow for an extension of time to meet and confer on the establishment of a Medical Trust.
3. Approve a Side Letter Agreement between San Bernardino County and the Sheriff's Employees' Benefit Association representing employees in the Specialized Peace Officer Unit and the Specialized Peace Officer Supervisory Unit, amending the Medical Trust article of the current Memorandum of Understanding, to allow for an extension of time to meet and confer on the establishment of a Medical Trust.

(Presenter: Diane Rundles, Assistant Executive Officer, 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.

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

FINANCIAL IMPACT

Approval of this item will not result in the use of additional Discretionary General Funding (Net County Cost). There are no anticipated additional costs associated with the proposed Side Letter Agreements (Agreements), the cost related to these Agreements were included in a previous item approved by the Board of Supervisors (Board) on July 12, 2022 (Item No. 15).

BACKGROUND INFORMATION

On July 12, 2022 (Item No. 15), the Board approved a successor Memorandum of Understanding (MOU) between San Bernardino County (County) and the Sheriff's Employees' Benefit Association (SEBA) for employees in the Safety Unit and Safety Management and Supervisory Unit. As part of those negotiations, the parties agreed that upon the establishment of certain agreed-to parameters, SEBA members in the Safety Unit, Safety Management and

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Supervisory Unit, Specialized Peace Officer Unit, and Specialized Peace Officer Supervisory Unit (Units) will have the option to select the County-sponsored health plans or the SEBA-sponsored health plans offered through a SEBA healthcare trust.

The MOUs with all Units indicated that SEBA and the County would continue to meet and confer to establish the parameters of a healthcare trust until April 21, 2023. However, the parties have not yet reached an agreement on the terms of the SEBA healthcare trust. SEBA and the County agreed to enter into the proposed Agreements for all affected Units to amend the original Medical Trust article in the MOUs to allow the parties to continue meeting and conferring on the SEBA healthcare trust through July 28, 2023. The Agreements will also allow eligible employees who retire between April 21, 2023 and July 28, 2023, to receive a one-time contribution to each employee's Retirement Medical Trust Fund.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on May 30, 2023; Human Resources (Diane Rundles, Assistant Executive Officer, 387-5570) on May 5, 2023; Finance (Abigail Grant, Administrative Analyst, 387-4603) on May 31, 2023; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on May 31, 2023.

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Record of Action of the Board of Supervisors
San Bernardino County

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, CLERK OF THE BOARD

BY 
DATED: June 13, 2023



cc: File - MOU/Safety Unit w/ side letter
File - MOU/Safety & Supervisory w/ side letter
File - MOU/Specialized Peace Officer Unit & Specialized Peace
Officer Supervisory Unit w/ side letter
JLL 06/28/2023