

Side Letter Agreement

TEAMSTERS LOCAL 1932

ADMINISTRATIVE SERVICES; CLERICAL; CRAFT, LABOR & TRADES; MANAGEMENT; SUPERVISORY;
NURSES SUPERVISORY & MANAGEMENT; AND TECHNICAL & INSPECTION UNITS

San Bernardino County (“County”) and Teamsters Local 1932 (“Local 1932”), herein referred to collectively as the “Parties” have met and conferred and reached an agreement on modification to the September 9, 2025, through February 28, 2027, Memorandum of Understanding (“MOU”) between the County and Teamsters.

Effective the first day of the pay period following the Board of Supervisors approval, the Parties agree to modify the MOU as set forth herein to amend the Longevity Pay section of the DIFFERENTIALS article for the Nurse Supervisory & Management Unit.

Section 21 – LONGEVITY PAY

ELIGIBLE UNITS:

- **Nurse Supervisory & Management Unit**

Classifications in the Nurses Supervisory & Management Unit shall be eligible for longevity pay based on total hours of completed service as a licensed registered nurse with the County, provided the incumbent receives an overall rating of “meets standards” in their most recent WPE. An employee who does not receive an overall rating of “meets standards” shall not be eligible for longevity pay until their next WPE upon meeting overall performance standards.

For purposes of calculating longevity pay, a year of completed County service is defined as two-thousand eighty (2,080) service hours as a licensed registered nurse with the County. Service hours in a non-registered nurse classification will not count towards longevity step placement.

An employee eligible for longevity steps will receive the longevity step the pay period following completion of the required service hours with an overall “meets standards” WPE as follows:

Longevity Step	Years	Service Hours
Step 15	12	24,960
Step 16	15	31,200
Step 17	20	41,600
Step 18	25	52,000
Step 19	30	62,400

A promoted employee who is currently on a longevity step shall be placed on the appropriate longevity step based on years of service on the new salary range of the higher classification if applicable.

The remainder of the MOU between the Parties shall not be affected hereby and shall remain in full force and effect.

Date Agreed: _____

San Bernardino County

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Leo Gonzalez 7/31/2025
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Leonardo Gonzalez
Human Resources Director

Teamsters Local 1932

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Carlos Gonzales
Business Agent/Coordinator