

**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

Memorandum of Understanding with the Association of San Bernardino County Fire Managers

RECOMMENDATION(S)

Acting as the governing body of the San Bernardino County Fire Protection District, approve a Memorandum of Understanding between San Bernardino County Fire Protection District and the Association of San Bernardino County Fire Managers for employees in the Fire Management Unit, effective August 9, 2025, through June 7, 2030.

(Presenter: Leonardo Gonzalez, Director, 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.

Ensure Development of a Well-Planned, Balanced, and Sustainable County.

FINANCIAL IMPACT

Approval of the proposed Memorandum of Understanding (MOU) will not result in the use of Discretionary General Funding (Net County Cost). The San Bernardino County Fire Protection District (SBCFPD) will fund the ongoing costs.

The MOU's estimated ongoing costs by fiscal year are reflected in the following table:

Fiscal Year	Ongoing Costs
2025-26	\$488,777
2026-27	\$1,043,515
2027-28	\$1,590,414
2028-29	\$2,157,746
2029-30	\$2,700,221
Ongoing Annual Amount	\$2,700,221

The MOU also includes a one-time cost of approximately \$195,000 that will be funded by SBCFPD for the establishment of a Healthcare Trust. No budget adjustments are requested at this time but will be presented to the Board of Directors (Board) at a future date, if needed.

BACKGROUND INFORMATION

**Memorandum of Understanding with the Association of San Bernardino County Fire Managers
August 5, 2025**

Representatives of SBCFPD, under direction of the Board, met and conferred with representatives of the Association of San Bernardino County Fire Managers for the Fire Management Unit (FMU) to negotiate a successor labor agreement covering wages, hours, and other terms and conditions of employment for employees in the unit. The parties reached agreement on the proposed MOU with a term that will expire at 12:00 a.m. (midnight) of June 7, 2030.

The proposed MOU includes the following items:

- 3% across-the-board increase effective August 9, 2025, June 13, 2026, June 12, 2027, June 10, 2028, and June 9, 2029.
- Increase the Medical Premium Subsidy for all coverage levels effective August 9, 2025 and June 9, 2029.
- Establish new 2.5% top step effective June 13, 2026, June 12, 2027, and June 10, 2028.
- Eliminate steps one through four effective August 9, 2025.
- Eliminate an additional two bottom steps effective June 13, 2026.
- Eliminate an additional two bottom steps effective June 10, 2028.
- Establish a Staff Assignment Differential of \$900 per pay period for eligible employees effective August 9, 2025.
- Sunset Special Operations Divisions Differential and River Division Battalion Chief Differential effective August 9, 2025.
- Establish a one-time contribution of \$195,000 towards the startup of a healthcare trust, contingent upon agreement to specified parameters.
- Make administrative changes to overtime pay effective August 9, 2025.
- Update leave provisions in compliance with changes to California law.
- Incorporate previously approved Side Letter Agreements into the MOU by mutual agreement.
- Clean up language throughout the entirety of the MOU.

The Association of San Bernardino County Fire Managers has notified the County that the FMU has ratified the MOU. Therefore, the proposed MOU, if approved by the Board of Directors, will constitute a successor labor agreement between SBCFPD and the Association of San Bernardino County Fire Managers covering wages, hours, and other terms and conditions of employment through June 7, 2030.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Chief Assistant County Counsel, 387-5455) on July 10, 2025; Human Resources (Leonardo Gonzalez, Director, 387-5570) on July 14, 2025; and County Finance and Administration (Jenny Yang, 387-4884, and Garrett Baker, 387-3077, Administrative Analysts) on July 14, 2025.

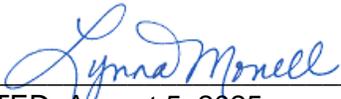
**Memorandum of Understanding with the Association of San Bernardino County Fire Managers
August 5, 2025**

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: HR - Gonzalez w/attach
File - SDD/SBCFPD/MOU/Fire Management Unit w/attach
CCM 08/18/2025