

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

December 7, 2021

FROM

DIANE RUNDLES, Director, Human Resources Department

SUBJECT

Side Letter Agreement with Teamsters Local 1932

RECOMMENDATION(S)

Approve a Side Letter Agreement between San Bernardino County and Teamsters Local 1932 for After Hours Child Placement Night Shift Differential and Incentive.
(Presenter: Diane Rundles, 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 this item will result in the use of additional Discretionary General Funding (Net County Cost). The proposed Side Letter Agreement includes an After Hours Child Placement Night Shift Differential (Differential) and a One-Time After Hours Child Placement Night Shift Volunteer Incentive (Incentive) for the employees of Children and Family Services (CFS). The total estimated cost is \$70,000 in 2021-22 and \$30,000 in 2022-23. A portion of the cost will be funded with Discretionary General Funding, which is estimated at \$10,500 in 2021-22 and \$4,500 in 2022-23. Sufficient appropriation is included in the Department's 2021-22 budget, and will be included in future recommended budgets.

BACKGROUND INFORMATION

CFS has recently identified difficulties in finding coverage for after-hours child placement care. The night shift is difficult to fill, therefore CFS requests to provide a Differential and an Incentive for its employees.

The meet and confer process resulted in the proposed Side Letter Agreement between San Bernardino County (County) and Teamsters Local 1932, establishing a new Differential, which will provide compensation of \$1.75 per hour over and above the base hourly rate to CFS employees who are assigned to work the night shift from the hours of 6:00pm to 6:00am, when children are in the office due to no available placement.

In addition, the County will provide an Incentive, which is a one-time bonus of \$500. The Incentive shall be available to CFS employees who volunteer for six consecutive months to work the night shift as part of their assigned schedule. For the purposes of this Incentive, the night shift is comprised of two shifts: from the hours of 6:00pm to 12:00 am, and from the hours of 12:00am to 6:00am.

This Incentive shall sunset one year following the Board of Supervisors' approval of the Side Letter Agreement.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Jamie Ryan, Deputy County Counsel, 387-5455) on November 19, 2021; Human Resources (Leonardo Gonzalez, Human Resources Deputy Director/Labor Chief, 387-5568) on November 19, 2021; Finance (Jessica Trillo, Administrative Analyst, 387-4222) on November 19, 2021; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on November 19, 2021.