

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

**August 6, 2019**

**FROM**

**GARY McBRIDE, Chief Executive Officer, County Administrative Office**

**SUBJECT**

Memorandum of Understanding with the Sheriff's Employees' Benefit Association representing employees in the Safety Unit through August 9, 2024

**RECOMMENDATION(S)**

Approve the proposed Memorandum of Understanding between the County of San Bernardino and the Sheriff's Employees' Benefit Association representing the employees in the Safety Unit through August 9, 2024.

(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.**

**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 total estimated one-time cost of this Memorandum of Understanding (MOU) is anticipated to be \$342,312 in 2019-20, resulting in the use of one-time additional Discretionary General Funding (Net County Cost) of approximately \$175,264. The total estimated ongoing cost is \$14.4 million in 2019-20 (partial year), \$29.2 million in 2020-21, \$41.0 million in 2021-22, \$52.7 million in 2022-23, and \$65.6 million in 2023-24. This will result in the use of additional ongoing Discretionary General Funding (Net County Cost) of approximately \$7.5 million in 2019-20 (partial year), \$15.2 million in 2020-21, \$21.3 million in 2021-22, \$27.4 million in 2022-23 and \$34.2 million in 2023-24. Approval of the necessary budget adjustments for 2019-20 is not requested at this time, but will be included on a future quarterly budget report presented to the Board of Supervisors (Board) for approval. Sufficient appropriation will also be included in subsequent recommended budgets.

**BACKGROUND INFORMATION**

Representatives of County of San Bernardino, under direction of the Board, met and conferred with representatives of the Sheriff's Employees' Benefit Association (Union) in an attempt to reach a successor labor agreement covering wages, hours, and other terms and conditions of employment for employees in the Safety Unit.

The proposed MOU includes the following:

- Provides a 3% across-the-board wage increase effective August 3, 2019; and, subject to certain agreed-upon requirements, a 3% across-the-board wage increase effective July 18, 2020; a 3% across-the-board wage increase effective July 31, 2021; a 3% across-the-board wage increase effective July 30, 2022; and a 3% across-the-board wage increase effective July 29, 2023.

- Increases the Medical Premium Subsidy for all coverage levels effective Benefit Plan Years 19/20, 20/21, 21/22, 22/23 and 23/24.
- Provides a 1% increase to each Peace Officer Standards and Training (POST) level, effective January 16, 2021, January 29, 2022, January 28, 2023, and January 27, 2024.
- Provides a \$10/week increase to the On-Call Pay, effective August 3, 2019.
- Provides a \$10/month increase to the Long-Term Disability Plan, effective August 3, 2019.
- Provides an increase to the County contribution to the retirement medical trust and a 5% increase to the sick leave cash-out formula, effective August 3, 2019.
- Establishes a Field Incentive Differential for employees who are patrol certified and have been assigned to the field for one year, effective ~~July 18, 2020~~ ~~August 3, 2019~~; and a 20-year Longevity Differential effective March 14, 2020.
- Establishes a new top step for all levels, except the No POST level, and advances all employees one step, effective August 3, 2019.
- Establishes a \$10 Flexible Spending Account match for employees who select the Blue Shield or Kaiser Gold Plan, effective August 3, 2019.
- Establishes that all newly hired employees shall be automatically enrolled in the County's deferred compensation plan with a 1% employee contribution unless the employee declines participation within 30 days.
- Establishes that, contingent upon agreed-to parameters, Safety Unit employees will have the option to select the County-sponsored medical plans or the SEBA-sponsored medical plans, with an anticipated effective date of Benefit Plan Year 20/21.

The proposed MOU will, if approved, constitute a successor labor agreement between the County and the Union covering wages, hours, and other terms and conditions of employment through August 9, 2024.

#### **PROCUREMENT**

N/A.

#### **REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Cynthia O'Neill, Supervising Deputy County Counsel, 387-5455) on July 29, 2019; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on July 29, 2019; Finance (Stephenie Shea, Administrative Analyst, 387-4919) on July 29, 2019; County Finance and Administration (Katrina Turturro, Deputy Executive Officer, 387-5423) on July 29, 2019.