

**REPORT/RECOMMENDATION TO THE BOARD OF DIRECTORS  
OF THE SAN BERNARDINO COUNTY FIRE PROTECTION DISTRICT  
AND RECORD OF ACTION**

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS  
OF THE BOARD GOVERNED COUNTY SERVICE AREAS  
AND RECORD OF ACTION**

**REPORT/RECOMMENDATION TO THE BOARD OF DIRECTORS  
OF THE BIG BEAR VALLEY RECREATION AND PARK DISTRICT  
AND RECORD OF ACTION**

**REPORT/RECOMMENDATION TO THE BOARD OF DIRECTORS  
OF THE BLOOMINGTON RECREATION AND PARK DISTRICT  
AND RECORD OF ACTION**

June 23, 2020

**FROM**

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

**LUTHER SNOKE, Interim Director, Special Districts Department**

**DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District**

**SUBJECT**

Amendment to the San Bernardino County Fire Protection District and San Bernardino County Special Districts Department Exempt Compensation Plan (Exempt Compensation Plan)

**RECOMMENDATION(S)**

1. Acting as the governing body of the San Bernardino County Fire Protection District, amend the Exempt Compensation Plan, as on file with the Clerk of the Board, effective pay period fifteen (15), 2020.
2. Acting as the governing body of the Board Governed County Service Areas, amend the Exempt Compensation Plan, as on file with the Clerk of the Board, effective pay period fifteen (15), 2020.
3. Acting as the governing body of the Big Bear Valley Recreation and Park District, amend the Exempt Compensation Plan, as on file with the Clerk of the Board, effective pay period fifteen (15), 2020.
4. Acting as the governing body of the Bloomington Recreation and Park District, amend the Exempt Compensation Plan, as on file with the Clerk of the Board, effective pay period fifteen (15), 2020.

(Presenter: Gary McBride, Chief Executive Officer, 387-5418)

**COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES**

**Create, Maintain and Grow Jobs and Economic Value in the County.**

**Improve County Government Operations.**

**Amendment to the San Bernardino County Fire Protection District and  
San Bernardino County Special Districts Department Exempt  
Compensation Plan (Exempt Compensation Plan)  
June 23, 2020**

**Operate in a Fiscally-Responsible and Business-Like Manner.  
Ensure Development of a Well-Planned, Balanced, and Sustainable County.**

**FINANCIAL IMPACT**

The proposed amendment to the Exempt Compensation Plan will result in an estimated ongoing cost of \$2,407 in 2020-21 (partial year) and an estimated ongoing net savings of \$660 in 2021-22 and \$4,300 in 2022-23.

**BACKGROUND INFORMATION**

The Exempt Compensation Plan sets the terms, compensation, and other working conditions for exempt employees in the San Bernardino County Fire Protection District (SBCFPD) and San Bernardino County Special Districts Department (Districts).

In order to provide competitive compensation, to better align SBCFPD benefit structure with County's Safety Exempt benefit structure, and to maintain consistency with compensation and benefits recently provided to represented employees, it is proposed that the Exempt Compensation Plan be amended as follows:

- Reduce the auto-allowance by \$100/pay period and roll the total reduced amount into base salary;
- Phase out option for employees in Fire Chief/Warden, Deputy Fire Chief, Assistant Fire Chief, Division Chief, Deputy Fire Marshal, and Fire Marshal classifications to elect an auto allowance in lieu of a marked Fire vehicle (incumbents currently electing auto allowance may continue receiving auto allowance);
- Rename benefit groups to be consistent with County's naming convention (e.g., SBCFPD and the Districts Group A will be renamed Group B);
- Phase out SBCFPD Group A (i.e., County's Group B) benefits for employees in Assistant Fire Chief, Division Chief, and Deputy Fire Marshal classifications and replace with SBCFPD Group B (i.e., County's Group C) benefits for newly-hired/promoted employee into these classifications;
- Establish a Modified Benefit Option, consistent with the Modified Benefit Option agreed to with represented County bargaining units;
- Add language that the initial granting of the across-the-board wage increase effective 7/18/2020 adopted by the Board on 1/9/2018 (Item No. 43) and the medical premium subsidy increase effective 7/18/2020 approved by the Board on 1/7/2020, (Item No. 42) are subject to the discretion of the Chief Executive Officer based on availability of financial resources; and
- Remove and/or update other obsolete or outdated language to reflect current law and/or County operations.

The proposed amendment to the Exempt Compensation Plan will become effective pay period fifteen (15) of 2020 should the Board of Supervisors/Board of Directors approve this item.

**PROCUREMENT**

N/A.

**Amendment to the San Bernardino County Fire Protection District and  
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Compensation Plan (Exempt Compensation Plan)  
June 23, 2020**

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Richard Luczak, Deputy County Counsel, 387-5455) on June 2, 2020; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on June 8, 2020; Finance (Tom Forster, Administrative Analyst, 387-4635) on June 1, 2020; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on June 8, 2020.

**Amendment to the San Bernardino County Fire Protection District and  
San Bernardino County Special Districts Department Exempt  
Compensation Plan (Exempt Compensation Plan)  
June 23, 2020**

Record of Action of the Board of Directors  
San Bernardino County Fire Protection District

Record of Action of the Board of Supervisors  
Board Governed County Service Areas

Record of Action of the Board of Directors  
Big Bear Valley Recreation and Park District

Record of Action of the Board of Directors  
Bloomington Recreation and Park District

**APPROVED (CONSENT CALENDAR)**

Moved: Josie Gonzales   Seconded: Robert A. Lovingood  
Ayes: Robert A. Lovingood, Janice Rutherford, Dawn Rowe, Curt Hagman, Josie Gonzales

Lynna Monell, CLERK OF THE BOARD/SECRETARY

BY   
DATED: June 23, 2020



cc:     File- Administrative Office Exempt Compensation Plan w/attach  
la       07/7/2020