

**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
DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District
LUTHER SNOKE, Interim Director, Special Districts Department**

SUBJECT

Non-Represented Employee Compensation Plan

RECOMMENDATION(S)

1. Acting as the governing body of the Board Governed County Service Areas, amend the Non-Represented Employee 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 San Bernardino County Fire Protection District, amend the Non-Represented Employee 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 Non-Represented Employee 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 Non-Represented Employee 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.

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 Non-Represented Employee Compensation Plan will not result in the use of additional Discretionary General Funding (Net County Cost). The establishment of the Modified Benefit Option (MBO) will not result in an additional Cost to the County, as the MBO is designed to be cost-neutral.

BACKGROUND INFORMATION

The Non-Represented Employee Compensation Plan (Plan) sets the terms, compensation, and other working conditions for non-represented employees in the San Bernardino County Fire Protection District and County Special Districts Department (District).

To ensure consistency with compensation and benefits recently provided to non-represented and represented employees, it is proposed that the Plan be revised as follows:

- 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 and the medical premium subsidy increase effective 7/18/2020 are subject to the discretion of the Chief Executive Officer based on availability of financial resources;
- Remove and/or update other obsolete or outdated language to reflect current law and/or County operations; and
- Consistent with other agreements reached with represented bargaining units, a 5% increase, to the sick leave cash-out formula.

Teamsters Local 1932 (Teamsters) filed a petition with the District to represent certain classifications covered by the Plan. The District processed the petition in accordance with Special Districts Ordinance SD 85-8, Teamsters was certified as the exclusive representative for the petitioned-for employees, and the parties have commenced bargaining for an initial Memorandum of Understanding. As such, the proposed amendments are unable to be applied to those classifications. The District intends to return to the Board of Supervisors/Board of Directors (Board) at a later date regarding those classifications.

The proposed amendments to the Plan for the remaining unrepresented classifications will become effective pay period fifteen (15) 2020 should the Board approve the Plan.

PROCUREMENT

N/A.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Richard Luczak, Deputy County Counsel, 387-5455) on June 10, 2020; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on June 10, 2020; Finance (Tom Forster, Administrative Analyst, 387-4635) on June 11, 2020; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on June 15, 2020.

**Non-Represented Employee 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 Employee Compensation Plan
 w/attach

la 07/7/2020