

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

November 17, 2020

FROM

**LEONARD X. HERNANDEZ, Chief Executive Officer, County Administrative Office
DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District**

SUBJECT

Memorandum of Understanding with the International Union of Operating Engineers Local 12

RECOMMENDATION(S)

Acting as the governing body of the San Bernardino County Fire Protection District, approve proposed Memorandum of Understanding between the International Union of Operating Engineers Local 12, representing employees in the General Fire Support Unit, and the San Bernardino County Fire Protection District for a term through June 30, 2023.
(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

The San Bernardino County Fire Protection District (SBCFPD) will fund the costs of this proposed Memorandum of Understanding (MOU) without the need for additional Discretionary General Funding (Net County Cost). As a result of this MOU, SBCFPD's annual ongoing costs are estimated to increase by a total of \$13,015, as reflected in the following table:

Fiscal Year	Increased Ongoing Costs
2020-21	\$4,618
2021-22	\$8,397
2022-23	\$0
Total	\$13,015

Additionally, there is a one-time cost to SBCFPD of approximately \$24,000 in 2020-21 for a lump sum payment equivalent to 3% of each employee's salary covering the period from July 18, 2020, through November 20, 2020.

The following table summarizes the additional costs to SBCFPD from this MOU by fiscal year:

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Fiscal Year	Ongoing	One-time	Total
2020-21	\$4,618	\$23,885	\$28,503
2021-22	\$13,015	\$0	\$13,015
2022-23	\$13,015	\$0	\$13,015
Total	\$30,649	\$23,885	\$54,533

Sufficient appropriation is available in SBCFPD's 2020-21 budget for the current year cost increases from this MOU and will be included in future recommended budgets.

BACKGROUND INFORMATION

Representatives of SBCFPD, under direction of the Board of Directors, met and conferred with representatives of the International Union of Operating Engineers Local 12 (Union) in an attempt to reach a successor labor agreement covering wages, hours, and other terms and conditions of employment for employees in the General Fire Support Unit (Unit). After several bargaining sessions, the parties reached a tentative agreement on a proposed MOU.

The proposed MOU includes the following:

- Provides a one-time lump sum payment of 3% of each employee's salary covering the period from July 18, 2020 – November 20, 2020.
- Provides an economic reopener in November 2020.
- Provides that employees are eligible for step advancements in 6-month increments subject to satisfactory work performance, consistent with other MOUs, effective November 21, 2020.
- Establishes a \$10 per pay period Flexible Spending Account match for employees who select the Blue Shield or Kaiser Gold Plan, consistent with other MOUs, effective November 21, 2020.
- Provides a 5% increase to the sick leave cash-out formula, consistent with other MOUs, effective November 21, 2020.
- Establishes a Class A License Stipend for employees with a Class A License who make themselves available to perform certain duties that necessitate the license.
- Establishes a Modified Benefit Option for Unit employees, consistent with other MOUs.

The Union notified the County that the Unit ratified the proposed MOU. Therefore, the proposed MOU will, if approved, constitute a successor labor agreement between SBCFPD and the Union covering wages, hours, and other terms and conditions of employment through June 30, 2023.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Richard Luczak, Deputy County Counsel, 387-5455) on August 12, 2020; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on August 12, 2020; Human Resources (Diane Rundles, Human Resources Director, 387-5570) on November 4, 2020; Finance (Tom Forster, Administrative Analyst, 387-4635) on August 13, 2020; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on August 13, 2020.

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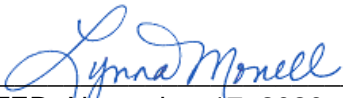
Record of Action of the Board of Directors
San Bernardino County Fire Protection District

APPROVED (CONSENT CALENDAR)

Moved: Robert A. Lovingood Seconded: Josie Gonzales

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

Lynna Monell, SECRETARY

BY 
DATED: November 17, 2020



cc: File- SDD/EMPLOYEES/MOU – SBCFPD – IUOE LOCAL 12,
AFL-CIO w/MOU
LA 11/24/2020