

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

November 17, 2020

FROM

LEONARD X. HERNANDEZ, Chief Executive Officer, County Administrative Office

SUBJECT

Side Letter Agreement with the Sheriff's Employees' Benefit Association – Safety Management and Supervisory Unit

RECOMMENDATION(S)

Approve a Side Letter Agreement with the Sheriff's Employees' Benefit Association for employees in the Safety Management and Supervisory Unit.

(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.

Operate in a Fiscally-Responsible and Business-Like Manner.

FINANCIAL IMPACT

Approval of this Side Letter Agreement with Sheriff's Employees' Benefit Association (SEBA) will result in a total estimated ongoing cost of \$1,700 in 2020-21 (partial year), \$2,800 in 2021-22, \$2,900 in 2022-23, and \$3,000 in 2023-24. This will result in the use of additional ongoing Discretionary General Funding (Net County Cost) of approximately \$900 in 2020-21 (partial year), \$1,400 in 2021-22, \$1,500 in 2022-23, and \$1,500 in 2023-24.

BACKGROUND INFORMATION

On August 6, 2019, the Board of Supervisors (Board) approved a successor Memorandum of Understanding (MOU) between the County and SEBA for employees in the Safety Management and Supervisory Unit. In the MOU, the parties agreed to establish a temporary 1% top step for all classifications. Employees receiving the temporary top step are employees ineligible for the longevity differential during the term of the MOU, on top step of the salary range as of August 2, 2019, and who are Patrol Certified.

On June 9, 2020 (Item No. 67) the Board approved the creation of a new District Attorney Commanding Investigator classification and placed it in the Safety Management and Supervisory Unit represented by SEBA. Because this classification did not exist at the time the temporary top step was established, this classification was not eligible for the temporary top step. Additionally, this classification is not currently eligible for Administrative Leave since it did not exist at the time the MOU was approved. SEBA recently requested to meet and confer on how the exclusion of the temporary top step impacts unit employees and providing Administrative Leave for this classification consistent with the classifications covered by the MOU. The meet and confer process resulted in the County and SEBA agreeing to the proposed side letter agreement. If approved by the Board, the side letter would establish a temporary 1% top step and 80 hours of Administrative Leave for the District Attorney Commanding Investigator

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classification, which is consistent with the temporary top step and Administrative Leave for all other classifications covered by the MOU.

PROCUREMENT

N/A.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Supervising Deputy County Counsel, 387-5455) on November 2, 2020; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on November 2, 2020; Human Resources (Diane Rundle, Human Resources Director, 387-5570) on November 2, 2020; Finance (Jessica Trillo, Administrative Analyst, 387-4222) on November 2, 2020; County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on November 2, 2020.

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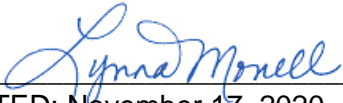
Record of Action of the Board of Supervisors
County of San Bernardino

APPROVED (CONSENT CALENDAR)

Moved: Robert A. Lovingood Seconded: Josie Gonzales

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

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: November 17, 2020



cc: File – MOU – SAFETY AND SUPERVISORY w/attach
CCM 11/25/2020