



San Bernardino County

Legislation Text

File #: 7427, Agenda Item #: 30

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

January 24, 2023

FROM

DIANE RUNDLES, Director, Human Resources Department

SUBJECT

Side Letter Agreements with Employee Organizations

RECOMMENDATION(S)

1. Approve a Side Letter Agreement between San Bernardino County and the California Nurses Association for an extension of the In-House Registry Pilot Program, effective January 13, 2023 through January 12, 2024.
2. Approve a Side Letter Agreement between San Bernardino County and the Teamsters Local 1932 for an extension of the In-House Registry Pilot Program, effective January 13, 2023 through January 12, 2024.

(Presenter: Diane Rundles, Director, 387-5570)

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 the Side Letter Agreements (Agreements) will not result in the use of Discretionary General Funding (Net County Cost). The In-House Registry Pilot Program (Program) extension will continue to provide a financial incentive of double time pay to County nurses assigned to Arrowhead Regional Medical Center (ARMC) and the Sheriff/Coroner/Public Administrator (Sheriff) to sign up and work additional shifts above their standard tour of duty.

The rate(s) proposed by these Agreements can have multiple fiscal impacts:

- Some overtime hours that are regularly performed by County nurses will qualify for the Program and therefore be paid at a higher rate, thereby increasing costs above the current obligations. However, these increases will be offset by the reduction of the County's use of temporary employees employed by an outside temporary staffing agency (Temporary Employees).
- The overall reduction of the use of temporary employees will realize a reduction in costs as County nurses are incentivized to work additional shifts, thereby reducing reliance upon Temporary Employees. The savings vary based on the skill level of the Temporary Employees and the seniority of the County nurses. The savings can range from \$55 to \$94 per hour.

It is the goal of the County, ARMC and the Sheriff to utilize the Program so that it is cost neutral to the County, while providing additional pay for the County nurses.

BACKGROUND INFORMATION

On January 25, 2022 (Item No. 27), the Board of Supervisors (Board) approved a Side Letter Agreement with the California Nurses Association (CNA) and on June 28, 2022 (Item No. 52), the Board approved a Side Letter Agreement with the Teamsters Local 1932 (Teamsters) for the implementation the Program. The Program has proved to be successful in decreasing staffing shortages, attracting eligible nurses to fill shifts, and decreasing the use of Temporary Employees.

The Program was set to sunset on January 13, 2023, however the County would like to extend the Program due to the ongoing COVID-19 pandemic and the nursing labor shortage. ARMC and Sheriff have continued to experience an increased demand to fill shifts. The County engaged in the meet and confer process with CNA and Teamsters regarding the extension of the Program which resulted in the proposed Agreements.

The Agreements would allow for an extension of the Program and will continue to provide a financial incentive of double time rates, i.e., two times the employee's base hourly rate, to County nurses at ARMC and Sheriff. Nurses will be able to sign up and work additional shifts beyond their standard tour of duty. The proposed Agreements, if approved, would allow an extension of the Program until January 12, 2024.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on January 10, 2023; Human Resources (Diane Rundles, Director, 387-5570) on January 6, 2023; Human Resources (Leonardo Gonzalez, Deputy Director/Labor Chief, 387-5568) on January 5, 2023; Finance (Abigail Grant, Administrative Analyst, 387-4603) on January 10, 2023; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on January 12, 2023.