



# San Bernardino County

## Legislation Text

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**File #: 3251, Agenda Item #: 40**

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### **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 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.