



# San Bernardino County

## Legislation Text

**File #: 3685, Agenda Item #: 67**

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

**February 9, 2021**

#### **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 San Bernardino County Professional Firefighters IAFF, Local 935, Representing Employees in the Ambulance Operators Unit

#### **RECOMMENDATION(S)**

Acting as the governing body of the San Bernardino County Fire Protection District, approve the proposed Memorandum of Understanding between the San Bernardino County Professional Firefighters IAFF, Local 935, representing employees in the Ambulance Operators Unit and the San Bernardino County Fire Protection District for a term through July 30, 2022.

(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**

It is anticipated that San Bernardino County Fire Protection District (SBCFPD) has sufficient funding to pay for the costs of this proposed Memorandum of Understanding (MOU) without the need for additional Discretionary General Funding (Net County Cost). The estimated amount of the increase is summarized in the following table:

<b>Fiscal Year</b>	<b>Ongoing</b>	<b>One-time</b>	<b>Total</b>
2020-21	\$93,120	\$2,400	\$95,520
2021-22	\$459,762	\$0	\$459,762
<b>Total</b>	<b>\$552,882</b>	<b>\$2,400</b>	<b>\$555,282</b>

Appropriation for the costs of this MOU will be included in a future quarterly budget report, if needed, and future recommended budgets for SBCFPD.

### **BACKGROUND INFORMATION**

Beginning in July 2020, representatives of SBCFPD, under direction of the Board, and representatives of San Bernardino County Professional Firefighters IAFF, Local 935 (Local 935) began the meet and confer process in an attempt to negotiate a successor MOU that would cover wages, hours, and other terms and conditions of employment for employees in the Ambulance Operators Unit (Unit). However, those negotiations were impacted by the uncertain financial forecast resulting from COVID-19. In addition, the November 2020 General Election included a vote for the potential repeal of the FP-5 Special Tax that would have resulted in SBCFPD losing nearly \$42 million in annual revenue.

The County Administrative Office (CAO) - Labor Relations Unit had discussions with Local 935 regarding SBCFPD's aforementioned budgetary concerns. As a result of those discussions, the parties reached a Side Letter Agreement for the Unit, which was approved by the Board on September 15, 2020 (Item No. 64), that provided a one-time lump sum payment of 3% of each employee's salary covering the period from July 18, 2020 - January 15, 2021 in lieu of a 3% across-the-board salary increase and an economic reopener in November 2020.

Following the November 2020 General Election and the failed repeal of the FP-5 Special Tax, Local 935 exercised the previously negotiated economic reopener to begin discussions on economic terms for employees in the Unit. After several bargaining sessions the parties reached agreement on the proposed following economic terms of the MOU:

- Provides a one-time lump sum payment of 3% of each employee's salary covering the period from January 16, 2021 - January 29, 2021 to cover the period that employees forwent their across-the-board salary increase, effective January 30, 2021.
- Provides a 3% across-the-board wage increase effective January 30, 2021; and subject to certain agreed-upon requirements, a 3% across-the-board wage increase effective July 31, 2021.
- Provides a minimum wage restructure.
- Increases the Medical Premium Subsidy for all coverage levels effective Benefit Plan Year 20/21.
- Provides an increase to the sick leave conversion formula and the County Fire contribution to the retirement medical trust.
- Increases the existing FTO Differential from 2.5% to 3.75%, effective January 30, 2021.
- Establishes a Tele-Staff Differential of \$62.50 per pay period effective January 30, 2021.

Local 935 notified County Fire that the Unit ratified the proposed MOU. Therefore, the proposed MOU will, if approved, constitute a successor labor agreement between SBCFPD and Local 935 covering wages, hours, and other terms and conditions of employment through July 30, 2022.

### **PROCUREMENT**

N/A

### **REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Richard Luczak, Deputy County Counsel, 387-5455) on January 28, 2021; Labor Relations (Bob Windle, County Labor Relations Chief, 387-3101) on January 21, 2021; Human Resources (Diane Rundles, Human Resources Director, 387-5570) on January 28, 2021; Finance (Tom Forster, Administrative Analyst, 387-4635) on January 25, 2021; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on January 25, 2021.