



San Bernardino County

Legislation Text

File #: 5232, Agenda Item #: 23

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

December 7, 2021

FROM

DIANE RUNDLES, Director, Human Resources Department

SUBJECT

Side Letter Agreement with Sheriff's Employees' Benefit Association

RECOMMENDATION(S)

Approve a Side Letter Agreement between San Bernardino County and the Sheriff's Employees' Benefit Association for employees in the Safety Unit for Continuation of 60-hour leave cash-out option.

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

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 (Agreement) with Sheriff's Employees' Benefit Association (SEBA) will result in the use of additional Discretionary General Funding (Net County Cost). The Agreement includes an additional 20 hours of leave cash-out through the term of the Memorandum of Understanding (MOU), for a total of a 60-hour leave cash-out option. This will result in an additional one-time cost of approximately \$600,000 in 2022-23 and \$610,000 in 2023-24, of which approximately \$309,000 in 2022-23 and \$320,000 in 2023-24 will be funded with Discretionary General Funding (i.e., County's Labor Reserve).

BACKGROUND INFORMATION

In the course of negotiations with other bargaining units, San Bernardino County (County) and the employee organizations representing those units agreed to continue a 60-hour leave cash-out option for employees who utilized 80 or more hours of leave during the previous calendar year.

On December 8, 2020 (Item No. 24), the Board of Supervisors approved a Side Letter Agreement between the County and SEBA, which included an additional 20 hours of leave cash-out on a one-time basis (December 2020 only), for a total of a 60-hour leave cash-out option.

Upon a request from SEBA, the County met and conferred with SEBA's representatives regarding the terms and conditions of employment of the Safety Unit. The meet and confer process resulted in the County and SEBA agreeing to an additional 20 hours of leave cash-out through the term of the MOU which expires July 31, 2024, for a total of a 60-hour leave cash-out option.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Jamie Ryan, Deputy County Counsel, 387-5455) on November 19, 2021; Human Resources (Leonardo Gonzalez, Human Resources Deputy Director/Labor Chief, 387-5568) on November 19, 2021; Finance (Jessica Trillo, Administrative Analyst, 387-4222) on November 17, 2021; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on November 19, 2021.