



# San Bernardino County

## Legislation Text

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**File #: 6224, Agenda Item #: 97**

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**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS  
OF BOARD GOVERNED COUNTY SERVICE AREAS  
AND RECORD OF ACTION**

**REPORT/RECOMMENDATION TO THE BOARD OF DIRECTORS  
OF THE FOLLOWING:  
BIG BEAR VALLEY RECREATION AND PARK DISTRICT  
BLOOMINGTON RECREATION AND PARK DISTRICT  
SAN BERNARDINO COUNTY FIRE PROTECTION DISTRICT  
AND RECORD OF ACTION**

**June 14, 2022**

**FROM**

**LEONARD X. HERNANDEZ, Chief Executive Officer, County Administrative Office  
DAN MUNSEY, Fire Chief/Fire Warden, San Bernardino County Fire Protection District  
BRENDON BIGGS, Director, Department of Public Works - Special Districts**

**SUBJECT**

**San Bernardino County Fire Protection District and San Bernardino County Special Districts Exempt Compensation Plan**

**RECOMMENDATION(S)**

1. Acting as the governing body of the Board Governed County Service Areas, amend the Exempt Compensation Plan, as on file with the Clerk of the Board of Supervisors, effective June 18, 2022.
2. Acting as the governing body of the San Bernardino County Fire Protection District, amend the Exempt Compensation Plan, as on file with the Secretary of the Board of Directors, effective June 18, 2022.
3. Acting as the governing body of the Big Bear Valley Recreation and Park District, amend the Exempt Compensation Plan, as on file with the Secretary of the Board of Directors, effective June 18, 2022.
4. Acting as the governing body of the Bloomington Recreation and Park District, amend the Exempt Compensation Plan, as on file with the Secretary of the Board of Directors, effective June 18, 2022.

(Presenter: Leonard X. Hernandez, Chief Executive Officer, 387-4811)

**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 this item will not result in the use of additional Discretionary General Funding (Net County Cost).**

Ongoing costs from the amended Exempt Compensation Plan (Plan), which are reflected in the following table, will be funded through departmental revenue of the Board Governed County Service Areas, Big Bear Valley Recreation and Park District, and Bloomington Recreation and Park District (collectively, Special Districts), the San Bernardino County Fire Protection District (SBCFPD), and the Consolidated Fire Agencies of San Bernardino County (CONFIRE).

<b>Fiscal Year</b>	<b>Special Districts</b>	<b>SBCFPD</b>	<b>CONFIRE</b>
2022-23	\$35,000	\$230,000	\$12,000
2023-24	\$90,000	\$475,000	\$35,000
2024-25	\$145,000	\$720,000	\$55,000
2025-26	\$185,000	\$895,000	\$70,000
Ongoing Annual Amount	\$185,000	\$895,000	\$70,000

Costs for CONFIRE are included since 3 of their positions are covered by the Plan. CONFIRE is a Joint Powers Authority (JPA) with its own Board of Directors. The JPA was established in 1990 to provide communications, dispatch, computer information systems support (IS), and geographic information systems (GIS) to its member and contract agencies. As the largest member/contract agency of CONFIRE, SBCFPD will ultimately fund approximately 50% of CONFIRE's costs.

In addition to the ongoing costs above, the amended Plan includes a one-time cost of approximately \$100,000 for COVID-19 premium bonus pay. This cost is expected to be funded through American Rescue Plan Act (ARPA) funding, contingent upon the cost being eligible under ARPA guidelines.

The 2022-23 budget adjustments for this item are not requested at this time, but will be subsequently presented to the Board of Supervisors/Board of Directors (Board) for approval, as needed. Sufficient appropriation will be included in future recommended budgets.

### **BACKGROUND INFORMATION**

The Plan sets the terms, compensation, and other working conditions for exempt employees in SBCFPD and Special Districts.

To ensure consistency with compensation and benefits recently provided to exempt employees and represented employees, it is proposed that the Plan be revised as follows:

- Effective July 30, 2022, provide all classifications in the Plan with an additional 1% across the board salary increase.
- Provide all classifications in the Plan a 3% across the board salary increase effective February 25, 2023, February 24, 2024, and February 22, 2025.
- Add a new top step at approximately 2.5% above the then current top step for salary ranges E66B and E68B effective July 30, 2022, and July 29, 2023.
- Update classification and salary range structure to reflect changes approved in the County's 2021-22 Mid-Year Budget Report.
- Add a provision to request an adjustment to a salary step to maintain salary equity within the system to align with the majority of bargaining units.
- Update sections of the Medical and Dental Coverage provision to provide clarity for administration.
- Add June 19<sup>th</sup> as a Fixed Holiday and update the Maximum Holiday Leave Accrual Balance to reflect the addition of the new holiday.
- Add a Tuition Loan Repayment program, consistent with other bargaining units.

- Update Medical Premium Subsidy (MPS) amounts.
- Update Recruitment Relocation Assistance, consistent with other bargaining units.
- Rename Longevity Pay to Retention Pay.
- Provide the Director of Human Resources the authority, with the approval of the County's Chief Executive Officer, to provide Exempt Compensation Plan employees COVID-19 Premium Pay consistent with COVID-19 premium pay provided to the majority of the bargaining units.

**PROCUREMENT**

Not Applicable.

**REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on May 12, 2022; Human Resources (Diane Rundles, Director, 387-5570) on June 1, 2022; Human Resources (Leonardo Gonzalez, Deputy Director/Labor Chief, 387-5568) on May 31, 2022; Finance (Tom Forster, Administrative Analyst, 387-4635) on June 1, 2022; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on June 2, 2022.