



# San Bernardino County

## Legislation Text

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**File #: 6228, Agenda Item #: 98**

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

**REPORT/RECOMMENDATION TO THE BOARD OF DIRECTORS  
OF 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**

**SUBJECT**

Side Letter Agreements with Employee Organizations

**RECOMMENDATION(S)**

1. Acting as the governing body of San Bernardino County, approve side letter agreement with the Sheriff's Employee Benefit Association for Specialized Peace Officer Unit and Specialized Peace Officer Supervisory Unit to add June 19<sup>th</sup> as a fixed holiday.
2. Acting as the governing body of the San Bernardino County Fire Protection District, approve side letter agreement with the Sheriff's Employee Benefit Association for Specialized Fire Services Unit to add June 19<sup>th</sup> as a fixed holiday.

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

**COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES**

**Promote the Countywide Vision.**

**Improve County Government Operations.**

**Operate in a Fiscally-Responsible and Business-Like Manner.**

**Provide for the Safety, Health and Social Service Needs of County Residents.**

**Pursue County Goals and Objectives by Working with Other Agencies and Stakeholders.**

**FINANCIAL IMPACT**

Approval of this item will result in the use of additional Discretionary Funding (Net County Cost).

In general, additional paid leave does not result in new costs to the County unless the employee on leave is required to be backfilled with additional staff in order to maintain continuity of services. It is estimated that approval of the Side Letter Agreements (Agreements) could result in \$126,000 of ongoing backfill costs. Costs associated with the additional holiday are expected to be funded within existing departmental budget allocations. However, dependent on actual need, this action could potentially result in the use of approximately \$87,000 in ongoing Discretionary General Funding.

**BACKGROUND INFORMATION**

In June 2021, legislation was passed to establish June 19<sup>th</sup> as Juneteenth National Independence Day, a United States federal holiday. The County engaged in discussions with the employee organizations identified above and those discussions resulted in adding June 19<sup>th</sup> as a fixed holiday to the Holiday Leave article. If approved, the Agreements would, beginning in June 2022, prospectively grant leave time in observance of the holiday.

**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 26, 2022; Human Resources (Diane Rundles, Director, 387-5570 and Leonardo Gonzalez, Deputy Director/Labor Chief, 387-5568) on May 30, 2022; Finance (Abigail Buecheler, Administrative Analyst, 387-4603 and Tom Forster, Administrative Analyst, 387-4635) on May 27, 2022; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on June 1, 2022.