



San Bernardino County

Legislation Text

File #: 7300, Agenda Item #: 21

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

January 10, 2023

FROM

DIANE RUNDLES, Director, Human Resources Department

SUBJECT

Side Letter Agreements with Employee Organizations

RECOMMENDATION(S)

1. Approve a Side Letter Agreement between San Bernardino County and Teamsters, Local 1932 for an Emergency Response incentive payment for employees in the Children and Family Services Department.
2. Approve a Side Letter Agreement between San Bernardino County and Service Employees International Union, Local 721 for an Emergency Response incentive payment for employees in the Children and Family Services Department.

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

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). The proposed Side Letter Agreements (Agreements) include an approximate cost of \$1.2 million per year, which is expected to be funded through a grant from the California Department of Social Services, Emergency Response Enhancement Funding Program Plan.

BACKGROUND INFORMATION

The California Department of Social Services allocated additional funding to San Bernardino County's Children and Family Services (CFS) to enhance the County's Emergency Response Operations. CFS will utilize these funds to compensate eligible employees who meet the pre-established hourly thresholds and are regularly completing Emergency Response duties, as defined by the California Department of Social Services, Emergency Response Enhancement Funding Program Plan.

The meet and confer process was conducted with Teamsters Local 1932 and the Service Employees International Union Local 721 and resulted in the proposed Agreements. Employees in the classifications of Social Worker II Trainee, Social Worker II, Social Service Practitioner I, Social Service Practitioner II, Social Service Practitioner III, Lead Social Service Practitioner, and Supervising Social Service Practitioner who are

regularly assigned to Emergency Response Operations for CFS will be eligible for a graduated incentive payment not to exceed \$6,720 per employee for hours worked performing Emergency Response duties. Emergency Response services consist of the system providing in-person response, 24 hours a day, seven days a week, to reports of child abuse, neglect, or exploitation, for the purpose of investigation and to determine the necessity for providing initial intake services and crisis intervention to maintain the child's safety in their own home or to protect the safety of the child. The Agreements will sunset on June 13, 2025, or when funding is exhausted, whichever occurs first.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on November 30, 2022; Human Resources (Diane Rundles, Director, 387-5570 and Leonardo Gonzalez, Deputy Director/Labor Chief, 387-5568) on November 28, 2022; Finance (Abigail Grant, Administrative Analyst, 387-4603) on November 30, 2022; and County Finance and Administration (Matthew Erickson, County Chief Financial Officer, 387-5423) on November 30, 2022.