



**CONFIRE**

## STAFF REPORT

**DATE:** December 17, 2024  
**FROM:** Nathan Cooke, Interim Director  
**BY:** Damian Parsons, Finance/Administrative Director  
**TO:** CONFIRE Administrative Committee

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**SUBJECT: Designation of Chief Negotiator for the Emergency Services Memorandum of Understanding**

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### **Recommendation**

Authorize the Finance/Administration Director to serve as the Chief Negotiator for the upcoming negotiations related to the Memorandum of Understanding with the Emergency Services Unit.

### **Background Information**

The current Memorandum of Understanding (MOU) with the Emergency Services Unit is set to expire on February 28, 2025. In preparation for upcoming negotiations, it is critical to designate a Chief Negotiator who is knowledgeable about the organization's financial and administration policies, and able to advocate effectively for the interests of CONFIRE.

The Finance/Administration Director possesses extensive experience in financial management and contract negotiations and has strong communication and conflict resolution skills. His leadership in this capacity will ensure that negotiations are conducted professionally and align with CONFIRE's fiscal policies and long-term strategic goals.

Working with San Bernardino County Human Resources Labor Management team, the Chief Negotiator will be vital to achieving a balanced and equitable agreement that meets the needs of both the Emergency Services Unit and CONFIRE.

By appointing the Finance/Administration Director as the Chief Negotiator, CONFIRE will benefit from an individual with both financial and administrative expertise. This appointment will ensure that the negotiation process is managed efficiently and in alignment with CONFIRE's goals.

### **Fiscal Impact**

There is no direct fiscal impact associated with this authorization. The Chief Negotiator will return to the Administrative Committee with a cost analysis of proposed MOU changes.