

**CONFIRE**

STAFF REPORT

DATE: September 23, 2025

FROM: Nathan Cooke, Interim Executive Director
Damian Parsons, Finance/Administration Director

TO: Administrative Committee

SUBJECT: Approval of MOU Between CONFIRE and Teamsters Local 1932

Recommendation

Approve the Memorandum of Understanding (MOU) between CONFIRE and Teamsters Local 1932.

Background Information

Teamsters Local 1932 was recently successful in becoming the official labor representatives for the former Emergency Services Unit which includes the Call Taker, Dispatcher Trainee, Dispatcher and Supervising Dispatcher classifications.

Teamsters Local 1932, San Bernardino County Human Resources Labor Relations Division and CONFIRE management commenced negotiations for a successor MOU for the Consolidated Fire Agencies Joint Powers Authority (CONFIRE) Emergency Services Unit. The previous MOU expired on February 28, 2025. As part of negotiations, the parties reached an agreement covering wages, hours, and other terms and conditions of employment through February 28, 2028.

The proposed MOU includes the following items:

- A 3.00% across-the-board increase effective February 21, 2026, and a 3.00% across-the-board increase effective February 20, 2027.
- A 4.50% equity increase for all classifications in the Unit effective October 4, 2025.

- Allow for a diversion of employee wages to the Teamsters Local 1932 Retiree Component of Teamsters Healthcare Trust of 0.50% effective October 4, 2025, 1% effective February 22, 2025, and 0.50% February 21, 2026.
- A new 2.5% top step for all non-trainee classifications effective July 25, 2026.
- Increase the Medical Premium Subsidy effective October 4, 2025, July 25, 2026, and July 24, 2027.
- Establish a CONFIRE matching contribution to the deferred compensation plan of 0.5%.
- Increases in Longevity Pay effective October 4, 2025, of 1% of base salary at 10 years of service and a 1% increase (from 2% to 3%) base salary at 15 years of service.
- Increase Basic Life Insurance coverage to \$35,000 effective October 4, 2025.
- Increase the Center Accreditation Bonus from \$700 per year to \$800 per year effective October 4, 2025
- Increase the Night Shift Differential from \$1.70 per hour to \$1.95 per hour effective October 4, 2025.
- Increase to the Retirement Medical Trust Sick Leave conversion formula effective October 4, 2025.
- Increase Uniform Voucher per employee by \$150 per year from \$250 to \$400 effective October 4, 2025.
- Inclusion of Healthcare Trust Article that allows employees to participate in Teamsters Healthcare Trust.
- Make administrative changes to the Expense Reimbursement, Healthcare Trust, and Leave Provisions articles.
- Incorporate previously approved Side Letter Agreements into the MOU by mutual agreement.
- Clean up language throughout the entirety of the MOU.

Staff recommends approval of the new MOU as it aligns structurally and financially with the previously approved MOU with Teamsters Local 1932 for other CONFIRE classification units. It also allows CONFIRE to remain competitive in the job market for the classifications represented under this MOU.

Financial Impact

Approval of this Memorandum of Understanding (MOU) will result in increased ongoing costs estimated to be \$309,842 in 2025-26, \$689,672 in 2026-27, \$867,291 in 2027-28, and \$870,176 ongoing. The anticipated increases in MOU costs were included in the 2025-26 budget. There will be no additional costs associated with the new MOU for the agencies this year.

Attachments

- Teamsters_Local_1932_MOU_2025-2028