



CONFIRE

STAFF REPORT

DATE: September 13, 2023

**FROM: Nathan Cooke
Interim Director**

TO: CONFIRE Administrative Committee

SUBJECT: Authorization for Emergency Services Dispatchers of San Bernardino County Association Side Letter Bonus

Recommendation

It is recommended that the CONFIRE Administrative Committee approve the MOU side-letter with the Emergency Dispatchers of San Bernardino County Association (ESDSBCA) pertaining to the 10% equity adjustment, bonus.

Background Information

The CONFIRE Board of Directors approved the FY-23/24 budget to reflect a 10% equity adjustment for all members represented in the MOU for the ESDSBCA. This adjustment was to take effect on July 1, 2023.

Unfortunately, the MOU was not approved by the CONFIRE Administrative Committee until August 22, 2023. Furthermore, per the approved MOU between CONFIRE and ESDSBCA, the 10% equity adjustment would not go into effect until August 26, 2023.

In an effort to ensure that members of ESDSBCA are compensated for the promised 10% equity adjustment for the months of July and August, the CONFIRE negotiations team as well as the ESDSBCA have agreed that a one-time \$1,000 bonus would be paid to each member of ESDSBCA that was employed prior to July 1, 2023.

Fiscal Impact

Each member of ESDSBCA that was employed prior to July 1, 2023, will be paid a one-time bonus of \$1,000 which totals approximately \$60,000, on October 4, 2023.

The bonus will be paid out of the General Fund (8834005008), which has already been approved in the adopted FY-23/24, annual budget. There will be no additional cost to CONFIRE for this payout.