

ATTACHMENT "A"  
MEASURE "\_\_\_" SAN BERNARDINO COUNTY LAW ENFORCEMENT STAFFING  
AND COMMUNITY PROTECTION ACT OF 2024

**Section I. Statement of Purpose**

The purpose of this measure is the following:

- (a) To ensure that the San Bernardino County Sheriff's Department patrol stations in the unincorporated County are adequately funded to maintain public safety;
- (b) To establish a minimum funding level formula for patrol personnel resources dedicated to law enforcement operations in the unincorporated area of the County;
- (c) To protect the community from potential defunding of law enforcement services; and
- (d) To provide competitive compensation for County Elected Officers, except the Board of Supervisors and County Superintendent of Schools, to attract and retain qualified individuals to serve in these constitutionally elected offices.

**Section II. Charter Amendments**

A. Article III, Section 308, Compensation of Elective County Officers, of the Charter of San Bernardino County is hereby repealed and replaced in its entirety (with the new language underlined and the repealed language in strikethrough text):

**Section 308. Compensation of Elective County Officers.**

~~The annual salaries of elected County Officers, excepting that of the County Superintendent of Schools and Members of the Board of Supervisors, shall be set by, but shall never exceed, the average of the salaries paid to corresponding officers in the following California Counties: Riverside, Kern, San Diego, Orange and Ventura. The salaries shall be computed each year on December 1 as follows: On December 1, 1985, 70 percent of the average, on December 1, 1986, 80 percent of the average, on December 1, 1987, 90 percent of the average, and on December 1, 1988, and thereafter, 100 percent of the average; provided, however, that on December 1, 1989, and each December 1 thereafter, regardless of the amount of increase in the average salaries from the other counties, no increase shall exceed 4 percent of the annual salary of the elected officer unless submitted to and approved by the voters of the County at a County-wide election. Where no comparable offices exist in a majority of named counties, the salary of the office shall be adjusted by the average of the percentage adjustments of the other county officers governed by this section. No provision of this amendment shall provide retroactive benefits. No salary adjustment shall be made on December 1, 1985, for any elected official whose salary has been adjusted since November 7, 1978, but such salaries shall be adjusted thereafter in accordance with~~

1 ~~this section. This section is intended to operate as a continuous application of the third~~  
2 ~~paragraph of Section 1 of Article VI of the County Charter of 1913.~~

3 ~~The salary and benefits that elective County officers are eligible to receive shall be~~  
4 ~~posted on the County website and accessible from a link located on the home page of~~  
5 ~~the County website.~~

6 Beginning January 1, 2025, the base salary for the elective County officers, except (1)  
7 those covered under Section 309, (2) the County Superintendent of Schools, and (3)  
8 Members of the Board of Supervisors, shall be set by the average of the base salaries  
9 paid to officers holding the most similar position in the following California counties:  
10 Orange, Riverside, Los Angeles, San Diego and Ventura. In calculating the base salary  
11 of the elective County officers, the salary paid to the individual holding the most similar  
12 office in the five identified counties to the elective County officer shall be used,  
13 regardless of whether the position has been consolidated with other elected offices or  
14 appointed positions. The base salary of the County officers shall be set based upon this  
15 section, regardless of whether the elective County office has been consolidated with  
16 other elective County offices in Section 301 or appointed positions. The base salary  
17 shall be adjusted annually on January 1 as provided in this paragraph.

18 The individuals holding the positions of Auditor-Controller/Treasurer/Tax Collector and  
19 Assessor-Recorder on November 5, 2024, shall not have their base salary reduced  
20 pursuant to this Section, and shall receive base salary increases of 4% annually on  
21 January 1 while they occupy that specific elective County office, including any future  
22 consecutive elected terms.

23 Beginning January 1, 2025, in addition to base salary, the elective County officers shall  
24 receive compensation and benefits pursuant to the Salaries and Working Conditions of  
25 the County-Wide Elected Officials Ordinance, as amended or replaced by ordinance  
26 approved by the Board of Supervisors.

27 The salary and benefits that elective County officers are eligible to receive shall be  
28 posted on the County website and accessible from a link located on the home page of  
29 the County website.

30 B. Article III, Section 309, Compensation of County Sheriff and District Attorney, is  
31 added to the Charter of San Bernardino County as follows (with the new language  
32 underlined):

33 **Section 309. Compensation of County Sheriff and District Attorney.**

34 Beginning January 1, 2025, the base salary for the County Sheriff and District Attorney  
35 shall be the average of the salaries paid to the Sheriff and District Attorney in the  
36 following California counties: Orange, Riverside, Los Angeles, San Diego and Ventura.  
37 In calculating the base salary of the County Sheriff and District Attorney based on the  
38 salaries in the five identified counties, the salary paid to the individuals holding the



1 offices of Sheriff and District Attorney in those counties shall be used, regardless of  
2 whether the position has been consolidated with other elected offices or appointed  
3 positions. The base salary of the County Sheriff and District Attorney shall be set  
4 based upon this section, regardless of whether the elected office has been  
5 consolidated with other elective County offices or appointed positions. The base salary  
6 shall be adjusted annually on January 1 of each year as provided in this paragraph.

7 Beginning January 1, 2025, in addition to base salary the County Sheriff and District  
8 Attorney shall receive compensation and benefits pursuant to the Salaries and Working  
9 Conditions of the County-Wide Elected Officials Ordinance, as amended or replaced by  
10 an ordinance approved by the Board of Supervisors.

11 The salary and benefits that the County Sheriff and District Attorney are eligible to  
12 receive shall be posted on the County website and accessible from a link located on the  
13 home page of the County website.

14 C. Article VIII, Law Enforcement Funding, is added to the Charter of San Bernardino  
15 County as follows (with the new language underlined):

16 **ARTICLE VIII, LAW ENFORCEMENT FUNDING**

17 **Section 801. Definitions**

18 For purposes of Article VIII the following definition applies:

19 "Patrol Personnel" means all Deputy Sheriffs, Detectives/Corporals, Sergeants,  
20 Lieutenants, and Captains whose job duties directly support the operations of  
21 County unincorporated patrol stations.

22 **Section 802. Minimum Unincorporated County Patrol Personnel Funding**

23 The Board of Supervisors shall allocate a minimum amount of funding in its annual  
24 budget to fund County Patrol Personnel's direct salary and benefit costs for  
25 operations in the unincorporated area of the County.

26 This minimum amount shall be the average of actual Patrol Personnel salary and  
27 benefit costs in the unincorporated area of the County in the three (3) preceding  
28 fiscal years. Minimum amounts shall exclude all Patrol Personnel salary and  
benefit costs associated with cities that contract with the County for law  
enforcement services and shall also exclude any funding received for Patrol  
Personnel salary and benefit costs that is designated as "one-time" funding (as  
opposed to "ongoing" funding).

The Board of Supervisors may annually suspend the minimum funding budget  
requirement of this section for up to twelve (12) months by resolution approved by a

1 four-fifths (4/5) majority of the entire Board which includes a declaration of a fiscal  
2 emergency.

3 Should the Board of Supervisors approve a resolution that includes a declaration of  
4 a fiscal emergency, the up to 12-month suspension period shall not be included in  
5 the three-year average, unless in a separate vote all five members of the Board of  
6 Supervisors vote unanimously to include the up to 12-month suspension period in  
7 the three year average.

8 If the up to 12-month suspension period is not included, the three-year average will  
9 be based on the most recent three years with no declared fiscal emergency.

### 10 **Section 803. Accountability and Transparency**

11 The Sheriff of San Bernardino County shall publish an annual report detailing:

- 12 (i) The total number of calls for service in the unincorporated area  
13 and deputy reports issued for the two (2) prior fiscal years.
- 14 (ii) The current and two (2) prior fiscal years' adopted unincorporated  
15 Patrol Personnel salary and benefit budgets approved by the  
16 Board of Supervisors.
- 17 (iii) The calculated minimum allocation for the current fiscal year's  
18 unincorporated Patrol Personnel budget. The calculation will  
19 include all components detailed under Section 802, Minimum  
20 Unincorporated County Patrol Personnel Funding.

21 The annual report shall be made available to the public and published on the  
22 County's official website in December of each year.

### 23 **Section III. Effective Date**

- 24 A. To the extent permitted by law, these Charter Amendments and their various  
25 provisions shall be effective upon voter approval of this ballot measure as  
26 provided by California law.
- 27 B. On the effective date of this measure as provided by California law (the  
28 "Effective Date"), all provisions of this amendment are inserted into and  
become part of the San Bernardino County Charter.
- C. No provision of the San Bernardino County Code of Ordinances that is  
inconsistent with this ballot measure shall be enforced after the Effective  
Date.
- D. Any resident of the County shall have the right to file a lawsuit to compel the  
Board of Supervisors to comply with the provisions of this measure.

### **Section IV. Severability**

If any word or words of this measure, or its application to any situation, are held  
invalid or unenforceable, in a final judgment that is no longer subject to rehearing,



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review, or appeal by a court of competent jurisdiction, then that word or those words are severed and the remaining part of this measure, and the application of any part of this measure to other situations, shall continue in full force and effect. We, the people of San Bernardino County, declare that we would have adopted this measure, and each word in it, irrespective of the fact that any other condition, word, or application to any situation, be held invalid. We, the people of San Bernardino County, further declare that we would have adopted the provisions regarding minimum unincorporated County Patrol Personnel funding, compensation for the County Sheriff, District Attorney and other elective County officers, and the annual accountability and transparency reporting by the County Sheriff; whether presented together or separately, and irrespective of the fact that any of those provisions are held invalid.