

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

413



FROM: Human Resources Dept.

SUBMITTAL DATE:
October 5, 2004

SUBJECT: Recommendation to Adopt the Side Letter to the Memorandum of Understanding with Laborers International Union of North America (LIUNA), Local 777

RECOMMENDED MOTION: That the Board of Supervisors approve the attached Side Letter to the 2000 - 2006 Memorandum of Understanding between the Laborers International Union of North America (LIUNA), Local 777 and the County of Riverside.

BACKGROUND: A new bilingual pay plan was recently developed through a joint union-management process. The new plan is designed to insure people receiving bilingual pay use it in their job and are competent to do so. Objective tests will be used to determine competency levels. The County recently adopted the bilingual pay agreement for employees represented by SEIU. We recommend approval of the attached Side Letter which will extend the new bilingual program to LIUNA employees, and make required technical revisions to the contract similar to those incorporated into the SEIU agreement. These provisions for bilingual pay supercede the provisions of Ordinance 440.1757. Costs for the bilingual pay will be borne by operating Departments.

Departmental Concurrence

Ronald W. Komers
Asst. County Executive Officer/HR Director

FINANCIAL DATA	Current F.Y. Total Cost:	\$156,000	In Current Year Budget:	YES
	Current F.Y. Net County Cost:	\$34,320	Budget Adjustment:	NO
	Annual Net County Cost:	\$45,760	For Fiscal Year:	2004/05

SOURCE OF FUNDS: Department Budgets	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION:
APPROVE

County Executive Office Signature

- Dep't Recomm.: Consent
- Per Exec. Ofc.: Consent
- Policy
- Policy

Prev. Agn. Ref.: | **District:** | **Agenda Number:** 3.20

**ATTACHMENTS FILED
WITH THE CLERK OF THE BOARD**