

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

403



FROM: Human Resources Department

SUBMITTAL DATE:
July 18, 2006

SUBJECT: Approval of the 2006 - 2010 Memorandum of Understanding with Laborers' International Union of North America (LIUNA), Local 777.

RECOMMENDED MOTION: That the Board of Supervisors approve that portion of the tentative agreement between the Laborers' International Union of North America (LIUNA), Local 777, and the County of Riverside relative to the first year's cost of living increases and parity adjustments. We recommend that the Board approve the immediate wage increases, which will be effective July 20, 2006, pending ratification by the represented members (Attachment A).

BACKGROUND: LIUNA, Local 777, which represents approximately 6200 employees, asked to open negotiations for a new Memorandum of Understanding. Discussions started in March 2006, and a tentative agreement for a new forty eight (48) month Memorandum of Understanding, covering 2006 through 2010, was reached on Wednesday, July 12, 2006.

(continued on page 2)

[Handwritten Signature]

Ronald W. Komers
Asst. County Executive Officer/Human Resources Dir.

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 11,911,335	In Current Year Budget:	No
	Current F.Y. Net County Cost:	\$ 2,620,494	Budget Adjustment:	Yes
	Annual Net County Cost:	\$ 2,620,494	For Fiscal Year:	2006/07

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

[Handwritten Signature]

- Policy
- Policy
- Consent
- Consent

Dept's Recomm.:
Per Exec. Ofc.:

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

3 . 26

Departmental Concurrence

BACKGROUND continued

LIUNA has advised that they plan to have the agreement ratified by ballot of the represented members as soon as possible. We request that the Board of Supervisors approve the first year's cost of living increase of 4% and parity adjustments which are to be effective July 20, 2006, prior to formal ratification so as to not cause the necessity for complex retroactive payments, and assure the continuing competitiveness of County salaries in comparison to other local agencies. The Human Resources Department will submit for approval the remainder of the tentative agreement after union ratification.

ATTACHMENT A

ARTICLE XXIX, COMPENSATION AND BENEFIT INCREASES:

Effective July 20, 2006, 4.0% increase across the board (ATB) (pay date August 17, 2006).

[NOTE: The parties agree that the general wage increases for 2006 outlined above shall be applied to the base pay plus hot skill pays for IT employees represented by LIUNA who are in the hot skill pay program. This is a one-year only arrangement.]

The following are the special group adjustments effective July 20, 2006 (pay date August 17, 2006):

Job Code	Classification	% Inc.
62952	Automotive Services Worker	5.5%
66406	Automotive Mechanic I	5.5%
66411	Automotive Mechanic II	5.5%
66412	Automotive Mechanic III	5.5%
66405	Automotive Mechanic III-Cert	5.5%
37531	Forensic Technician II	5.5%
37532	Forensic Technician III	5.5%
98550	Forensic Specialist II	5.5%
37537	Fingerprint Examiner I	5.5%
37538	Fingerprint Examiner II	5.5%
37498	Coroner Technician	5.5%
57771	Medical Therapy Unit Aide	5.5%
37870	Fire Prevention Technician	5.5%
37873	Fire Systems Inspector	5.5%
37872	Fire Safety Specialist	5.5%
98572	Environmental Health Technician I	5.5%
98573	Environmental Health Technician II	5.5%
54420	Correctional Cook	5.5%
54402	Correctional Baker	5.5%
54453	Correctional Sr. Food Service Worker	5.5%
13602	Eligibility Technician II	5.5%
13603	Eligibility Technician III	5.5%
79786	Victim Witness Claims Technician	5.5%
79783	Sr. Victim Witness Claims Technician	5.5%
13419	Eligibility Services Clerk*	5.9%
13439	Human Resources Clerk*	5.5%
73504	Sr. Animal Care Technician*	11.2%
13806	Public Safety Communications Officer I *	4.36%
13807	Public Safety Communications Officer II *	7.54%
	* In addition to the 4.0% ATB in the first year	