

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



**FROM:** Supervisor John Tavaglione &  
Supervisor John Benoit

**SUBMITTAL DATE:** April 26, 2011

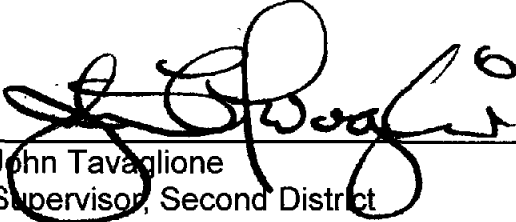
**SUBJECT:** Statement of the Riverside County Board of Supervisors Concerning Pension Reform and Collective Bargaining


**RECOMMENDED MOTION:** That the Board of Supervisors recognize that all current and future discussion related to wages and pension reform should occur through the formal process of collective bargaining. The Board requests all employee bargaining units currently representing Riverside County employees enter into collective bargaining in order to address the current economic crisis facing Riverside County. Further, that members of the Board of Supervisors should refrain from meeting with union representatives during negotiations, or making public demands that should occur at the negotiation table.

**BACKGROUND:** Riverside County has suffered the worst economic crisis in its history. General fund revenues have dropped from \$785 million in 2007 to \$592 million in 2010, a loss of \$193 million. Among other responsive actions, the Board has, on numerous occasions, discussed the need for a second tier retirement plan for new employees. Further, that all current and future employees must assume additional responsibility for the employee's contribution costs of their pensions.

While pension reform is necessary and inevitable for current and future employees, the County is committed to negotiating with its employee unions to reach mutual agreement on this important matter. The County believes that mutual agreement on pension reform is in the best interests of the County, its employees, and County-Union labor relations.

(Background Continued on Page 2)

  
John Tavaglione  
Supervisor, Second District

  
John Benoit  
Supervisor, Fourth District

**BACKGROUND CONTINUED:**

The County therefore asks all of its unions to come to the table to negotiate and reach mutual agreement on pension reform terms in the best interests of County employees. Due to economic circumstances, such agreements must be reached in the near future to avoid the need for alternative unilateral action.

In addition, County Supervisors should *refrain from commenting* on issues related to ongoing collective bargaining in public, or from the dais, and from meeting with union representatives during the collective bargaining process. Interference from elected officials can undermine the collective bargaining process, and Supervisors must ensure that the role of bargaining is carried out solely by the County's professional negotiators.