

MINUTES OF THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



**3-48**

On motion of Supervisor Jeffries, seconded by Supervisor Perez and duly carried by unanimous vote, IT WAS ORDERED that the recommendation from Human Resources regarding the Adoption of Resolution 2018-126 of the Board of Supervisors of the County of Riverside to Impose the County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's International Union of North America, Local 777, All Districts, is taken off calendar.

Roll Call:

Ayes: Jeffries, Tavaglione, Washington, Perez and Ashley  
Nays: None  
Absent: None

I hereby certify that the foregoing is a full true, and correct copy of an order made and entered on August 28, 2018 of Supervisors Minutes.

WITNESS my hand and the seal of the Board of Supervisors  
Dated: August 28, 2018  
Kecia Harper-Ihem, Clerk of the Board of Supervisors, in  
and for the County of Riverside, State of California.

(seal)

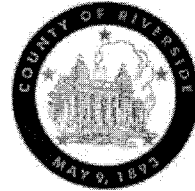
By: 

Deputy

AGENDA NO.  
3-48

xc: HR, COB

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



**ITEM  
3.48  
(ID # 7334)**

**MEETING DATE:**  
Tuesday, July 31, 2018

**FROM :** HUMAN RESOURCES:

**SUBJECT:** HUMAN RESOURCES: Adoption of Resolution 2018-126 of the Board of Supervisors of the County of Riverside to Impose the County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's International Union of North America, Local 777, All Districts. [\$0] (Item 3.27 of 07/31/2018) (Department requests Item be taken off calendar)

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Adopt Resolution 2018-126 in accordance with Government Code 3505.7, a Resolution of the Board of Supervisors of the County of Riverside Imposing the County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's International Union of North America, Local 777.

**ACTION:** Policy

*Michael Bowers*  
Michael Bowers, Interim HR Director

6/14/2018

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**MINUTES OF THE BOARD OF SUPERVISORS**

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

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS: N/A</b>			<b>Budget Adjustment:</b>	No
			<b>For Fiscal Year:</b>	18/19

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

Laborer's International Union of North America, Local 777 (LIUNA), which represents approximately 7,200 employees, asked to open negotiations for a new Memorandum of Understanding (MOU) in approximately September 2016 and 9 bargaining sessions were held between October 2016 and August 2017. On August 31, 2017 the County declared impasse after the parties were unable to reach an agreement for a successor MOU. Subsequently, the parties exhausted impasse procedures including factfinding, and scheduled a public hearing (June 26, 2018) on the factfinder's report.

Accordingly, pursuant to Government Code 3505.7, after any applicable factfinding procedures have been exhausted, but no earlier than 10 days after the factfinders' written findings of fact and recommended terms of settlement have been submitted to the parties, a public agency that is not required to proceed to interest arbitration may, after holding a public hearing regarding the impasse, implement its last, best, and final offer, but shall not implement a memorandum of understanding.

The County values its employees and their contributions, but we are unable to sustain continuing escalating increases in LIUNA members' compensation due to our structural deficit, declining reserves, and projected substantially increasing financial obligations. Riverside County LIUNA members' average total compensation is over \$63,000 annually, which is triple the Riverside County per capita income and roughly equivalent to the median family income. LIUNA members have received, on average, a 45% increase in compensation over the past 5 years, with a base wage increase of approximately 41%. Additionally, LIUNA members' compensation at top step is, on average, over 20% above market.

The major substantive items in the Last, Best, and Final Offer includes:

Wages – No Cost of Living, Pay or Salary Adjustments.

Step/Anniversary/Merit Increase – Employees will receive one (1) step anniversary/merit increase on the employee's anniversary date.

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

Release Time – Elimination of the union education release time bank (provided 20 minutes of release time per represented employee per calendar year).

State Disability Insurance – Elimination of the County's obligation to pay for Short Term and Long Term Disability and apply for and transition to the State Disability Insurance Plan.

In addition to the above, amendments were made to the following items: POST Certification Pay (tiered system), shift differential, bilingual pay, sick leave/vacation leave payout, low census staffing at RUHS Medical Center, and non-disciplinary appeal. Elimination of the following items: DPSS command post bonus and meal allowance; the special provision for Fire and Sheriff Department holiday(s); medical subsidies for employees hired after adoption by the Board, automatic salary compaction fixes, and the fairness agreement. Non-economic amendments were made to clarify the intent of existing language (i.e. retirement, promotion, demotion, fitness for duty, uniforms, voluntary time bank, grievances, layoff, and reinstatement.). The modifications listed are not exhaustive and the County's Last, Best, and Final Offer should be referenced for specific terms or conditions.

The matter before the Board today is to adopt the Resolution to impose the County's Last, Best, and Final Offer in accordance with Government Code 3505.7. A copy of the County's Last, Best and Final offer is attached.

**Impact on Residents and Businesses**

There is no impact on residents or businesses.

**Additional Fiscal Information**

Imposing the Last, Best, and Final Offer is projected to generate approximately \$3,693,942 in savings for FY18/19 based on the single step merit/anniversary increases. Additionally, there are a number of provisions contained in the Last, Best, and Final Offer that provide managerial discretion to generate additional savings.

	<b><u>Overall Annual Savings</u></b>
Step/Anniversary/Merit Increases (single step)	\$3,693,942

It should be noted that the total costs associated with all provisions in this contract except for those modified by the Last, Best, and Final Offer were previously approved by Board action in prior years.

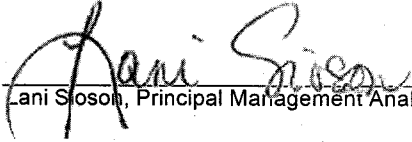
**ATTACHMENTS:**

**Attachment A.** Resolution No. 2018-126, a Resolution of the Board of Supervisors of the County of Riverside imposing the County's Last, Best, and Final Offer

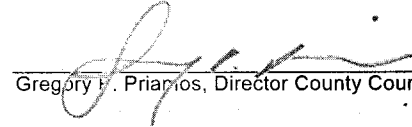
**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
STATE OF CALIFORNIA**

dated July 12, 2017 to Laborer's International Union of North America,  
Local 777.

**Attachment B.** County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's  
International Union of North America, Local 777.



Lani Sison, Principal Management Analyst 6/19/2018



Gregory F. Priamos, Director County Counsel 6/14/2018

MINUTES OF THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



**3.27**  
(MT7334)

On motion of Supervisor Jeffries, seconded by Supervisor Tavaglione and duly carried, IT WAS ORDERED that the recommendation from Human Resources regarding the Adoption of Resolution 2018-126 of the Board of Supervisors of the County of Riverside to Impose the County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's International Union of North America, Local 777, All Districts, is continued to Tuesday, August 28, 2018 at 9:00 a.m. or as soon as possible thereafter.

Roll Call:

Ayes: Jeffries, Tavaglione, Washington and Perez  
Nays: None  
Absent: Ashley

I hereby certify that the foregoing is a full true, and correct copy of an order made and entered on July 31, 2018 of Supervisors Minutes.

WITNESS my hand and the seal of the Board of Supervisors  
Dated: July 31, 2018  
Kecia Harper-Ihem, Clerk of the Board of Supervisors, in  
and for the County of Riverside, State of California.

(seal)

By: *Kecia Harper-Ihem* Deputy

AGENDA NO.  
3.27

xc: HR, COB

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



**ITEM**  
3.27  
(ID # 7334)

**MEETING DATE:**  
Tuesday, July 31, 2018

**FROM :** HUMAN RESOURCES:

**SUBJECT:** HUMAN RESOURCES: Adoption of Resolution 2018-126 of the Board of Supervisors of the County of Riverside to Impose the County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's International Union of North America, Local 777, All Districts. [\$0] (Item 3.29 of 07/17/2018) (Continue to August 28, 2018)

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Adopt Resolution 2018-126 in accordance with Government Code 3505.7, a Resolution of the Board of Supervisors of the County of Riverside Imposing the County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's International Union of North America, Local 777.

**ACTION:** Policy

*Michael Bowers*  
Michael Bowers, Interim HR Director

6/14/2018

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**MINUTES OF THE BOARD OF SUPERVISORS**

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

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS: N/A</b>			<b>Budget Adjustment:</b>	No
			<b>For Fiscal Year:</b>	18/19

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

Laborer's International Union of North America, Local 777 (LIUNA), which represents approximately 7,200 employees, asked to open negotiations for a new Memorandum of Understanding (MOU) in approximately September 2016 and 9 bargaining sessions were held between October 2016 and August 2017. On August 31, 2017 the County declared impasse after the parties were unable to reach an agreement for a successor MOU. Subsequently, the parties exhausted impasse procedures including factfinding, and scheduled a public hearing (June 26, 2018) on the factfinder's report.

Accordingly, pursuant to Government Code 3505.7, after any applicable factfinding procedures have been exhausted, but no earlier than 10 days after the factfinders' written findings of fact and recommended terms of settlement have been submitted to the parties, a public agency that is not required to proceed to interest arbitration may, after holding a public hearing regarding the impasse, implement its last, best, and final offer, but shall not implement a memorandum of understanding.

The County values its employees and their contributions, but we are unable to sustain continuing escalating increases in LIUNA members' compensation due to our structural deficit, declining reserves, and projected substantially increasing financial obligations. Riverside County LIUNA members' average total compensation is over \$63,000 annually, which is triple the Riverside County per capita income and roughly equivalent to the median family income. LIUNA members have received, on average, a 45% increase in compensation over the past 5 years, with a base wage increase of approximately 41%. Additionally, LIUNA members' compensation at top step is, on average, over 20% above market.

The major substantive items in the Last, Best, and Final Offer includes:

Wages – No Cost of Living, Pay or Salary Adjustments.

Step/Anniversary/Merit Increase – Employees will receive one (1) step anniversary/merit increase on the employee's anniversary date.



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

Release Time – Elimination of the union education release time bank (provided 20 minutes of release time per represented employee per calendar year).

State Disability Insurance – Elimination of the County's obligation to pay for Short Term and Long Term Disability and apply for and transition to the State Disability Insurance Plan.

In addition to the above, amendments were made to the following items: POST Certification Pay (tiered system), shift differential, bilingual pay, sick leave/vacation leave payout, low census staffing at RUHS Medical Center, and non-disciplinary appeal. Elimination of the following items: DPSS command post bonus and meal allowance; the special provision for Fire and Sheriff Department holiday(s); medical subsidies for employees hired after adoption by the Board, automatic salary compaction fixes, and the fairness agreement. Non-economic amendments were made to clarify the intent of existing language (i.e. retirement, promotion, demotion, fitness for duty, uniforms, voluntary time bank, grievances, layoff, and reinstatement.). The modifications listed are not exhaustive and the County's Last, Best, and Final Offer should be referenced for specific terms or conditions.

The matter before the Board today is to adopt the Resolution to impose the County's Last, Best, and Final Offer in accordance with Government Code 3505.7. A copy of the County's Last, Best and Final offer is attached.

**Impact on Residents and Businesses**

There is no impact on residents or businesses.

**Additional Fiscal Information**

Imposing the Last, Best, and Final Offer is projected to generate approximately \$3,693,942 in savings for FY18/19 based on the single step merit/anniversary increases. Additionally, there are a number of provisions contained in the Last, Best, and Final Offer that provide managerial discretion to generate additional savings.

	<b><u>Overall Annual Savings</u></b>
Step/Anniversary/Merit Increases (single step)	\$3,693,942

It should be noted that the total costs associated with all provisions in this contract except for those modified by the Last, Best, and Final Offer were previously approved by Board action in prior years.

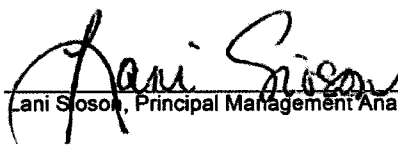
**ATTACHMENTS:**

**Attachment A.** Resolution No. 2018-126, a Resolution of the Board of Supervisors of the County of Riverside imposing the County's Last, Best, and Final Offer

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

dated July 12, 2017 to Laborer's International Union of North America,  
Local 777.

**Attachment B.** County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's  
International Union of North America, Local 777.



Lani Sosol, Principal Management Analyst 6/19/2018



Gregory J. Priamos, Director County Counsel 6/14/2018

MINUTES OF THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



**3.29**  
(MT7334)

On motion of Supervisor Tavaglione, seconded by Supervisor Ashley and duly carried by unanimous vote, IT WAS ORDERED that the recommendation from 7334 Human Resources regarding the Adoption of Resolution 2018-126 of the Board of Supervisors of the County of Riverside to Impose the County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's International Union of North America, Local 777, All Districts is continued to Tuesday, July 31, 2018 at 9:00 a.m. or as soon as possible thereafter.

Roll Call:

Ayes: Jeffries, Tavaglione, Washington, Perez and Ashley  
Nays: None  
Absent: None

I hereby certify that the foregoing is a full true, and correct copy of an order made and entered on July 17, 2018 of Supervisors Minutes.

WITNESS my hand and the seal of the Board of Supervisors  
Dated: July 17, 2018  
Kecia Harper-Ihem, Clerk of the Board of Supervisors, in  
and for the County of Riverside, State of California.

(seal)

By: [Signature] Deputy

AGENDA NO.  
3.29

xc: H.R., COB

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



**ITEM**  
3.29  
(ID # 7334)

**MEETING DATE:**  
Tuesday, July 17, 2018

**FROM :** HUMAN RESOURCES:

**SUBJECT:** HUMAN RESOURCES: Adoption of Resolution 2018-126 of the Board of Supervisors of the County of Riverside to Impose the County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's International Union of North America, Local 777, All Districts. [\$0] (Item 3.72 of 06/26/2018) (Continue to July 31, 2018)

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Adopt Resolution 2018-126 in accordance with Government Code 3505.7, a Resolution of the Board of Supervisors of the County of Riverside Imposing the County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's International Union of North America, Local 777.

**ACTION:** Policy

  
Michael Bowers, Interim HR Director 6/14/2018

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**MINUTES OF THE BOARD OF SUPERVISORS**

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

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS: N/A</b>			<b>Budget Adjustment:</b>	No
			<b>For Fiscal Year:</b>	18/19

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

Laborer’s International Union of North America, Local 777 (LIUNA), which represents approximately 7,200 employees, asked to open negotiations for a new Memorandum of Understanding (MOU) in approximately September 2016 and 9 bargaining sessions were held between October 2016 and August 2017. On August 31, 2017 the County declared impasse after the parties were unable to reach an agreement for a successor MOU. Subsequently, the parties exhausted impasse procedures including factfinding, and scheduled a public hearing (June 26, 2018) on the factfinder’s report.

Accordingly, pursuant to Government Code 3505.7, after any applicable factfinding procedures have been exhausted, but no earlier than 10 days after the factfinders’ written findings of fact and recommended terms of settlement have been submitted to the parties, a public agency that is not required to proceed to interest arbitration may, after holding a public hearing regarding the impasse, implement its last, best, and final offer, but shall not implement a memorandum of understanding.

The County values its employees and their contributions, but we are unable to sustain continuing escalating increases in LIUNA members’ compensation due to our structural deficit, declining reserves, and projected substantially increasing financial obligations. Riverside County LIUNA members’ average total compensation is over \$63,000 annually, which is triple the Riverside County per capita income and roughly equivalent to the median family income. LIUNA members have received, on average, a 45% increase in compensation over the past 5 years, with a base wage increase of approximately 41%. Additionally, LIUNA members’ compensation at top step is, on average, over 20% above market.

The major substantive items in the Last, Best, and Final Offer includes:

Wages – No Cost of Living, Pay or Salary Adjustments.

Step/Anniversary/Merit Increase – Employees will receive one (1) step anniversary/merit increase on the employee’s anniversary date.

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

Release Time – Elimination of the union education release time bank (provided 20 minutes of release time per represented employee per calendar year).

State Disability Insurance – Elimination of the County's obligation to pay for Short Term and Long Term Disability and apply for and transition to the State Disability Insurance Plan.

In addition to the above, amendments were made to the following items: POST Certification Pay (tiered system), shift differential, bilingual pay, sick leave/vacation leave payout, low census staffing at RUHS Medical Center, and non-disciplinary appeal. Elimination of the following items: DPSS command post bonus and meal allowance; the special provision for Fire and Sheriff Department holiday(s); medical subsidies for employees hired after adoption by the Board, automatic salary compaction fixes, and the fairness agreement. Non-economic amendments were made to clarify the intent of existing language (i.e. retirement, promotion, demotion, fitness for duty, uniforms, voluntary time bank, grievances, layoff, and reinstatement.). The modifications listed are not exhaustive and the County's Last, Best, and Final Offer should be referenced for specific terms or conditions.

The matter before the Board today is to adopt the Resolution to impose the County's Last, Best, and Final Offer in accordance with Government Code 3505.7. A copy of the County's Last, Best and Final offer is attached.

**Impact on Residents and Businesses**

There is no impact on residents or businesses.

**Additional Fiscal Information**

Imposing the Last, Best, and Final Offer is projected to generate approximately \$3,693,942 in savings for FY18/19 based on the single step merit/anniversary increases. Additionally, there are a number of provisions contained in the Last, Best, and Final Offer that provide managerial discretion to generate additional savings.

	<b><u>Overall Annual Savings</u></b>
Step/Anniversary/Merit Increases (single step)	\$3,693,942

It should be noted that the total costs associated with all provisions in this contract except for those modified by the Last, Best, and Final Offer were previously approved by Board action in prior years.

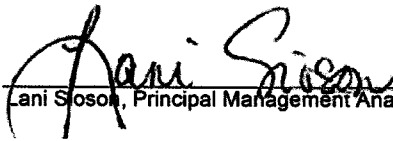
**ATTACHMENTS:**

**Attachment A.** Resolution No. 2018-126, a Resolution of the Board of Supervisors of the County of Riverside imposing the County's Last, Best, and Final Offer

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

dated July 12, 2017 to Laborer's International Union of North America,  
Local 777.

**Attachment B.** County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's  
International Union of North America, Local 777.



Lani Soson, Principal Management Analyst 6/19/2018



Gregory V. Priamos, Director County Counsel 6/14/2018

MINUTES OF THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



**3.72**  
(MT7334)

On motion of Supervisor Perez, seconded by Supervisor Washington and duly carried, IT WAS ORDERED that the recommendation from Human Resources regarding the Adoption of Resolution 2018-126 of the Board of Supervisors of the County of Riverside to Impose the County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's International Union of North America, Local 777, All Districts is continued to Tuesday, July 17, 2018 at 9:00 a.m. or as soon as possible thereafter.

Roll Call:

Ayes: Jeffries, Tavaglione, Washington and Perez  
Nays: None  
Absent: Ashley

I hereby certify that the foregoing is a full true, and correct copy of an order made and entered on June 26, 2018 of Supervisors Minutes.

WITNESS my hand and the seal of the Board of Supervisors  
Dated: June 26, 2018  
Kecia Harper-Ihem, Clerk of the Board of Supervisors, in  
and for the County of Riverside, State of California.

(seal)

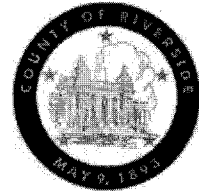
By:  Deputy

AGENDA NO.  
3.72

xc: HR, CQB



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



ITEM  
3.72  
(ID # 7334)

**MEETING DATE:**

Tuesday, June 26, 2018

**FROM :** HUMAN RESOURCES:

**SUBJECT:** HUMAN RESOURCES: Adoption of Resolution 2018-126 of the Board of Supervisors of the County of Riverside to Impose the County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's International Union of North America, Local 777, All Districts. [\$0] (Vote after item 9.4)

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Adopt Resolution 2018-126 in accordance with Government Code 3505.7, a Resolution of the Board of Supervisors of the County of Riverside Imposing the County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's International Union of North America, Local 777.

**ACTION:** Policy

  
Michael Bowers, Interim HR Director 6/14/2018

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**MINUTES OF THE BOARD OF SUPERVISORS**

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

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS: N/A</b>			<b>Budget Adjustment:</b>	No
			<b>For Fiscal Year:</b>	18/19

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

Laborer's International Union of North America, Local 777 (LIUNA), which represents approximately 7,200 employees, asked to open negotiations for a new Memorandum of Understanding (MOU) in approximately September 2016 and 9 bargaining sessions were held between October 2016 and August 2017. On August 31, 2017 the County declared impasse after the parties were unable to reach an agreement for a successor MOU. Subsequently, the parties exhausted impasse procedures including factfinding, and scheduled a public hearing (June 26, 2018) on the factfinder's report.

Accordingly, pursuant to Government Code 3505.7, after any applicable factfinding procedures have been exhausted, but no earlier than 10 days after the factfinders' written findings of fact and recommended terms of settlement have been submitted to the parties, a public agency that is not required to proceed to interest arbitration may, after holding a public hearing regarding the impasse, implement its last, best, and final offer, but shall not implement a memorandum of understanding.

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

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**Impact on Residents and Businesses**

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	<b><u>Overall Annual Savings</u></b>
Step/Anniversary/Merit Increases (single step)	\$3,693,942

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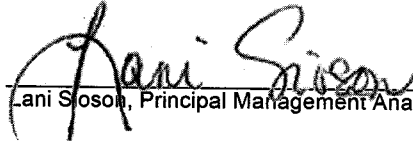
**ATTACHMENTS:**

**Attachment A.** Resolution No. 2018-126, a Resolution of the Board of Supervisors of the County of Riverside imposing the County's Last, Best, and Final Offer

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

dated July 12, 2017 to Laborer's International Union of North America,  
Local 777.

**Attachment B.** County's Last, Best, and Final Offer dated July 12, 2017 to Laborer's  
International Union of North America, Local 777.



Lani Sison, Principal Management Analyst 6/19/2018



Gregory V. Priamos, Director County Counsel 6/14/2018

**RESOLUTION NO. 2018-126**

**RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF RIVERSIDE IMPOSING THE COUNTY'S LAST, BEST, AND FINAL OFFER TO THE LABORERS INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777 PURSUANT TO GOVERNMENT CODE SECTIONS 3505.4, 3505.5, AND 3505.7**

**WHEREAS**, the County of Riverside (hereinafter "County") and the Laborers International Union of North America, Local 777 (hereinafter "LIUNA") were signatories to a Memorandum of Understanding (hereinafter "MOU") that expired on June 30, 2016 setting certain terms and conditions of employment for employees in the LIUNA;

**WHEREAS**, on October 6, 2016 the County and LIUNA negotiation teams began to meet and engage in extensive negotiations over the terms of a successor to said MOU;


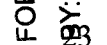
**WHEREAS**, notwithstanding that the County and LIUNA negotiation teams participated in nine negotiation sessions since October 6, 2016 in an effort to conclude the terms of a successor MOU, the County and the LIUNA have not reached agreement on such terms;

**WHEREAS**, on July 12, 2017, the County's negotiation team submitted the County's last, best, and final offer to the LIUNA and provided an explanation of the terms to the LIUNA;

**WHEREAS**, the County's last, best, and final offer was not ultimately accepted and the parties did not reach an agreement on the terms of a successor MOU;

**WHEREAS**, notwithstanding the efforts described above, the parties arrived at an impasse and the County provided the LIUNA with a written declaration of impasse on August 30, 2017;

**WHEREAS**, per the County's Employee Relations Resolution, No 2014-156, the County and the LIUNA were not in agreement to go to mediation in efforts to resolve the impasse;

FORM APPROVED COUNTY COUNSEL  
BY:  DATE 7/21/17  
BY:  DATE

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1       **WHEREAS**, the County negotiation team and the LIUNA participated in three days of fact finding  
2 between February 21, 2018 and March 20, 2018 with a three-member fact finding panel, consisting of  
3 Sandra Lindoerfer (neutral panel chair), Victor Gordo (LIUNA representative) and Edward Zappia (County  
4 representative) in efforts to resolve the impasse;

5       **WHEREAS**, following the fact finding hearing, while the parties were trying to resolve their impasse, the  
6 County and the LIUNA were unable to reach a tentative agreement and the parties remained at impasse;

7       **WHEREAS**, in accordance with Government Code section 3505.5, the fact finding committee submitted  
8 findings of fact and recommended terms of settlement (the fact finding report) to the parties on May 29,  
9 2018;

10       **WHEREAS**, on June 11, 2018, in accordance with Government Code section 3505.5, the County of  
11 Riverside made the findings and recommended terms of settlement from the fact finding panel publicly  
12 available by posting for public inspection as the County regularly posts Board agendas, including on the  
13 County's website;

14       **WHEREAS**, in accordance with Government Code section 3505.7, no earlier than ten (10) days following  
15 receipt of the findings of fact and recommended terms of settlement from the fact finding panel, the Board  
16 of Supervisors of the County of Riverside held a public hearing on June 26, 2018 and has considered the  
17 impasse between the County and the LIUNA and the report and all recommendations from the fact finding  
18 panel. The Board has concluded that it is appropriate to implement the County's Last, Best, and Final offer;

19       **BE IT RESOLVED, FOUND, DETERMINED, AND ORDERED** BY THE BOARD OF SUPERVISORS OF THE  
20 COUNTY OF RIVERSIDE, CALIFORNIA that this Resolution is approved, thereby adopting and implementing  
21 the County's Last, Best and Final Offer effective immediately, as set forth in the terms and conditions of  
22 employment for County employees in the Laborers International Union of North America, Local 777,  
23 attached and incorporated herein as Exhibit "A".  
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1        **BE IT FURTHER RESOLVED** that the County Executive Officer and Human Resources Director are hereby  
2 authorized and directed to take any necessary administrative actions to implement the provisions of this  
3 Resolution;

4        **BE IT FURTHER RESOLVED** that if any provision or any part of a provisions of this Resolution shall be  
5 finally determined to be invalid, illegal or otherwise unenforceable, such determination shall not impair or  
6 otherwise affect the validity, legality or enforceability of the remaining provision or parts of the provision of  
7 this Resolution, which shall remain in full force and effect.

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