

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



9-1

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 Public Hearing in accordance with Government Code 3505.7 regarding the status of impasse between the Laborers International Union of North America (LIUNA) Local 777 and the County of Riverside, and the County's Last Best Final Offer for a new/successor Memorandum of Understanding (MOU) from the 2012-2016 MOU, All Districts, 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: [Signature] Deputy

AGENDA NO.
9-1

xc: HR, COB

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



ITEM
9.1
(ID # 7169)

MEETING DATE:
Tuesday, July 31, 2018

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Public Hearing in accordance with Government Code 3505.7 regarding the status of impasse between the Laborers International Union of North America (LIUNA) Local 777 and the County of Riverside, and the County's Last Best Final Offer for a new/successor Memorandum of Understanding (MOU) from the 2012-2016 MOU, All Districts. [\$0] (Item 9.5 of 07/31/2018) (Department requests Item be taken off calendar)

RECOMMENDED MOTION: That the Board of Supervisors:

1. Receive and file the attached advisory recommendations of the Factfinding Panel members.
2. Hear from representatives of both the Laborers International Union of North America, the County of Riverside, and any other interested parties.

ACTION:

Michael Bowers

Michael Bowers, Interim HR Director

6/7/2018

MINUTES OF THE BOARD OF SUPERVISORS

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

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

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

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 attended fact finding and the County and LIUNA were unable to reach a tentative agreement and the parties remained at impasse.

On May 29, 2018, in accordance with Government Code 3505.5, the fact finding committee submitted findings of fact and recommended terms of settlement (the fact finding report) to the parties. The findings of fact and recommended terms of settlement (the fact finding report) is attached for your review. Also attached for your review, is the County and Union's response to the fact finding report, which includes dissents and recommendations.

Pursuant to Government Code 3505.7, after any applicable fact finding 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 matter before the Board today is to hold the public hearing in accordance with Government Code 3505.7.

Impact on Residents and Businesses

There is no impact on residents and businesses.

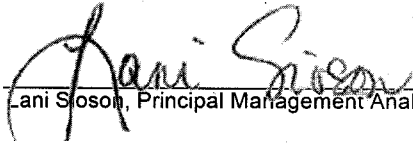
ATTACHMENTS:

Attachment A. Fact Finding Report dated May 10, 2018

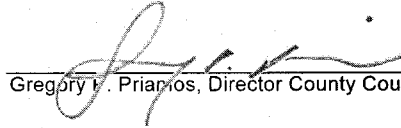
Attachment B. County's Response to the Fact Finding Report

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

Attachment C. Union's Response to the Fact Finding Report



Lani Slosor, Principal Management Analyst 6/13/2018



Gregory T. Priamos, Director County Counsel 6/7/2018

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



9.5
(MT7169)

9:00 a.m. being the time set for public hearing on the recommendation from Human Resources regarding the Public Hearing in accordance with Government Code 3505.7 regarding the status of impasse between the Laborers International Union of North America (LIUNA) Local 777 and the County of Riverside, and the County's Last Best Final Offer for a new/successor Memorandum of Understanding (MOU) from the 2012-2016 MOU, All Districts.

On motion of Supervisor Perez, seconded by Supervisor Jeffries and duly carried, IT WAS ORDERED that the above matter 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.

(seal)

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.

By:  Deputy

AGENDA NO.
9.5

xc: H.R., COB

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



ITEM
9.5
(ID # 7169)

MEETING DATE:
Tuesday, July 31, 2018

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Public Hearing in accordance with Government Code 3505.7 regarding the status of impasse between the Laborers International Union of North America (LIUNA) Local 777 and the County of Riverside, and the County's Last Best Final Offer for a new/successor Memorandum of Understanding (MOU) from the 2012-2016 MOU, All Districts. [\$0] (Item 9.4 of 07/17/2018) (Continue to August 28, 2018)

RECOMMENDED MOTION: That the Board of Supervisors:

1. Receive and file the attached advisory recommendations of the Factfinding Panel members.
2. Hear from representatives of both the Laborers International Union of North America, the County of Riverside, and any other interested parties.

ACTION:


Michael Bowers, Interim HR Director 6/7/2018

MINUTES OF THE BOARD OF SUPERVISORS

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

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

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

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 attended fact finding and the County and LIUNA were unable to reach a tentative agreement and the parties remained at impasse.

On May 29, 2018, in accordance with Government Code 3505.5, the fact finding committee submitted findings of fact and recommended terms of settlement (the fact finding report) to the parties. The findings of fact and recommended terms of settlement (the fact finding report) is attached for your review. Also attached for your review, is the County and Union's response to the fact finding report, which includes dissents and recommendations.

Pursuant to Government Code 3505.7, after any applicable fact finding 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 matter before the Board today is to hold the public hearing in accordance with Government Code 3505.7.

Impact on Residents and Businesses

There is no impact on residents and businesses.

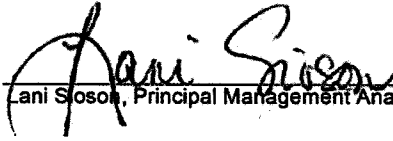
ATTACHMENTS:

Attachment A. Fact Finding Report dated May 10, 2018

Attachment B. County's Response to the Fact Finding Report

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

Attachment C. Union's Response to the Fact Finding Report



Lani Sison, Principal Management Analyst 6/13/2018



Gregory F. Priaplos, Director County Counsel 6/7/2018

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



9.4

(MT7169)

9:00 a.m. being the time set for public hearing on the recommendation from Human Resources regarding the Public Hearing in accordance with Government Code 3505.7 regarding the status of impasse between the Laborers International Union of North America (LIUNA) Local 777 and the County of Riverside, and the County's Last Best Final Offer for a new/successor Memorandum of Understanding (MOU) from the 2012-2016 MOU, All Districts.

On motion of Supervisor Jeffries, seconded by Supervisor Washington and duly carried by unanimous vote, IT WAS ORDERED that the above matter 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:  Deputy

AGENDA NO.

9.4

xc: H.R., COB

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



ITEM
9.4
(ID # 7169)

MEETING DATE:

Tuesday, July 17, 2018

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Public Hearing in accordance with Government Code 3505.7 regarding the status of impasse between the Laborers International Union of North America (LIUNA) Local 777 and the County of Riverside, and the County's Last Best Final Offer for a new/successor Memorandum of Understanding (MOU) from the 2012-2016 MOU, All Districts. [\$0] (Item 9.4 of 06/26/2018) (Continue to July 31, 2018)

RECOMMENDED MOTION: That the Board of Supervisors:

1. Receive and file the attached advisory recommendations of the Factfinding Panel members.
2. Hear from representatives of both the Laborers International Union of North America, the County of Riverside, and any other interested parties.

ACTION:


Michael Bowers, Interim HR Director 6/7/2018

MINUTES OF THE BOARD OF SUPERVISORS

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

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

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

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 attended fact finding and the County and LIUNA were unable to reach a tentative agreement and the parties remained at impasse.

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Impact on Residents and Businesses

There is no impact on residents and businesses.

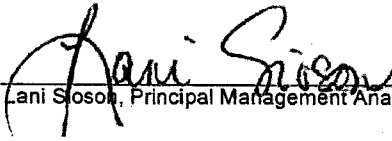
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Attachment B. County's Response to the Fact Finding Report

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

Attachment C. Union's Response to the Fact Finding Report



Lani Soson, Principal Management Analyst

6/13/2018



Gregory V. Priamos, Director County Counsel

6/7/2018

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



9.4
(MT7169)

9:00 a.m. being the time set for public hearing on the recommendation from Human Resources regarding the Public Hearing in accordance with Government Code 3505.7 regarding the status of impasse between the Laborers International Union of North America (LIUNA) Local 777 and the County of Riverside, and the County's Last Best Final Offer for a new/successor Memorandum of Understanding (MOU) from the 2012-2016 MOU, All Districts.

On motion of Supervisor Perez, seconded by Supervisor Jeffries and duly carried, IT WAS ORDERED that the above matter 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: [Signature] Deputy

AGENDA NO.
9.4

xc: HR, COB

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



**ITEM
9.4
(ID # 7169)**

MEETING DATE:
Tuesday, June 19, 2018

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Public Hearing in accordance with Government Code 3505.7 regarding the status of impasse between the Laborers International Union of North America (LIUNA) Local 777 and the County of Riverside, and the County's Last Best Final Offer for a new/successor Memorandum of Understanding (MOU) from the 2012-2016 MOU, All Districts. [\$0] (Item 9.3 of 06/19/2018)

RECOMMENDED MOTION: That the Board of Supervisors:

1. Receive and file the attached advisory recommendations of the Factfinding Panel members.
2. Hear from representatives of both the Laborers International Union of North America, the County of Riverside, and any other interested parties.

ACTION:


Michael Bowers, Interim HR Director 6/7/2018

MINUTES OF THE BOARD OF SUPERVISORS

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

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

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

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 attended fact finding and the County and LIUNA were unable to reach a tentative agreement and the parties remained at impasse.

On May 29, 2018, in accordance with Government Code 3505.5, the fact finding committee submitted findings of fact and recommended terms of settlement (the fact finding report) to the parties. The findings of fact and recommended terms of settlement (the fact finding report) is attached for your review. Also attached for your review, is the County and Union's response to the fact finding report, which includes dissents and recommendations.

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Impact on Residents and Businesses

There is no impact on residents and businesses.

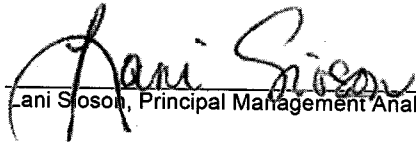
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Attachment B. County's Response to the Fact Finding Report

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

Attachment C. Union's Response to the Fact Finding Report



Ani Sison, Principal Management Analyst 6/13/2018



Gregory F. Priamos, Director County Counsel 6/7/2018

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



9.3
(MT 7169)

On motion of Supervisor Jeffries, seconded by Supervisor Tavaglione and duly carried by unanimous vote, IT WAS ORDERED that the recommendation from Human Resources regarding the Public Hearing in accordance with Government Code 3505.7 regarding the status of impasse between the Laborers International Union of North America (LIUNA) Local 777 and the County of Riverside, and the County's Last Best Final Offer for a new/successor Memorandum of Understanding (MOU) from the 2012-2016 MOU, All Districts is continued to Tuesday, June 26, 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 June 19, 2018 of Supervisors Minutes.

WITNESS my hand and the seal of the Board of Supervisors
Dated: June 19, 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.
9.3

xc: HR, COB

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



ITEM
9.3
(ID # 7169)

MEETING DATE:
Tuesday, June 19, 2018

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Public Hearing in accordance with Government Code 3505.7 regarding the status of impasse between the Laborers International Union of North America (LIUNA) Local 777 and the County of Riverside, and the County's Last Best Final Offer for a new/successor Memorandum of Understanding (MOU) from the 2012-2016 MOU, All Districts. [\$0] (Continue to June 26, 2018)

RECOMMENDED MOTION: That the Board of Supervisors:

1. Receive and file the attached advisory recommendations of the Factfinding Panel members.
2. Hear from representatives of both the Laborers International Union of North America, the County of Riverside, and any other interested parties.

ACTION:


Michael Bowers, Interim HR Director 6/7/2018

MINUTES OF THE BOARD OF SUPERVISORS

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

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

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

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 attended fact finding and the County and LIUNA were unable to reach a tentative agreement and the parties remained at impasse.

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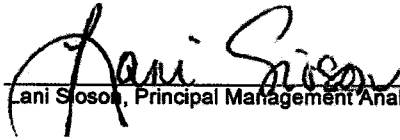
ATTACHMENTS:

Attachment A. Fact Finding Report dated May 10, 2018

Attachment B. County's Response to the Fact Finding Report

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

Attachment C. Union's Response to the Fact Finding Report



Lani Sison, Principal Management Analyst 6/13/2018



Gregory V. Priamos, Director County Counsel 6/7/2018



OFFICE OF THE
CLERK OF THE BOARD OF SUPERVISORS
1st FLOOR, COUNTY ADMINISTRATIVE CENTER
P.O. BOX 1147, 4080 LEMON STREET
RIVERSIDE, CA 92502-1147
PHONE: (951) 955-1060 FAX: (951) 955-1071

KECIA HARPER-IHEM
Clerk of the Board of Supervisors

KIMBERLY A. RECTOR
Assistant Clerk of the Board

June 6, 2018

THE PRESS ENTERPRISE
ATTN: LEGALS
P.O. BOX 792
RIVERSIDE, CA 92501

E-MAIL: legals@pe.com
TEL: (951) 368-9268

RE: NOTICE OF PUBLIC HEARING: LIUNA FACTFINDING

To Whom It May Concern:

Attached is a copy for publication in your newspaper for **One (1) Time on Saturday, June 9, 2018.**

We require your affidavit of publication immediately upon completion of the last publication.

Your invoice must be submitted to this office, **WITH TWO CLIPPINGS OF THE PUBLICATION.**

NOTE: PLEASE COMPOSE THIS PUBLICATION INTO A SINGLE COLUMN FORMAT.

Thank you in advance for your assistance and expertise.

Sincerely,

Cecilia Gil

Board Assistant to:
KECIA HARPER-IHEM, CLERK OF THE BOARD

9.3

Gil, Cecilia

From: Legals <legals@pe.com>
Sent: Wednesday, June 6, 2018 9:44 AM
To: Gil, Cecilia
Subject: Re: FOR PUBLICATION: LIUNA FACTFINDING

Received for publication on 6/9. Proof with cost to follow.

Nick Eller

--
Legal Advertising Phone: **951-368-9222** / Fax: 951-368-9018 / E-mail: legals@pe.com
****Employees of The Press-Enterprise are not able to give legal advice of any kind****
Standard Deadlines are 10:30am, 3 business days prior to the day you would like to publish

The Press-Enterprise PE.com / La Prensa

On Wed, Jun 6, 2018 at 9:02 AM, Gil, Cecilia <CCGIL@rivco.org> wrote:

One more Notice for Saturday, June 9 publication. Please confirm. THANK YOU!

Cecilia Gil

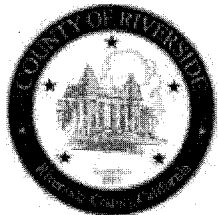
Board Assistant

Clerk of the Board of Supervisors

4080 Lemon St., 1st Floor, Room 127

Riverside, CA 92501

(951) 955-8464 Mail Stop# 1010



NOTICE: This communication is intended for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this communication is not the intended recipient or the employee or agent responsible for delivering this communication to the



OFFICE OF THE
CLERK OF THE BOARD OF SUPERVISORS
1st FLOOR, COUNTY ADMINISTRATIVE CENTER
P.O. BOX 1147, 4080 LEMON STREET
RIVERSIDE, CA 92502-1147
PHONE: (951) 955-1060 FAX: (951) 955-1071

KECIA HARPER-IHEM
Clerk of the Board of Supervisors

KIMBERLY A. RECTOR
Assistant Clerk of the Board

June 6, 2018

DESERT SUN
ATTN: LEGALS
P.O. BOX 2734
PALM SPRINGS, CA 92263

TEL: (760) 778-4758
E-MAIL: legals@thedesertsun.com

RE: NOTICE OF PUBLIC HEARING: LIUNA FACTFINDING

To Whom It May Concern:

Attached is a copy for publication in your newspaper for **One (1) Time on Saturday, June 9, 2018.**

We require your affidavit of publication immediately upon completion of the last publication.

Your invoice must be submitted to this office, **WITH TWO CLIPPINGS OF THE PUBLICATION.**

NOTE: PLEASE COMPOSE THIS PUBLICATION INTO A SINGLE COLUMN FORMAT.

Thank you in advance for your assistance and expertise.

Sincerely,

Cecilia Gil

Board Assistant to:
KECIA HARPER-IHEM, CLERK OF THE BOARD

Gil, Cecilia

From: GRSC-West-Legals mbx <GRSC-West-Legals@gannett.com>
Sent: Wednesday, June 6, 2018 9:30 AM
To: Gil, Cecilia
Subject: RE: 2965983 FOR PUBLICATION: LIUNA FACTFINDING
Attachments: OrderConf.pdf

Hello,

Please find attached your order confirmation and proof of the ad.

Your ad is set to run in:

· The Desert Sun June 9 \$246.40

The total cost includes an affidavit, which will be mailed to you after the ad publishes. Please allow 7-10 days to receive an affidavit after the last day of printing.

Thanks,

Sirona Bohland
Public Notice Coordinator

Desert Sun.

PART OF THE USA TODAY NETWORK

legals@thedesertsun.com
760-322-2222 option 3

desertsun.com

From: Gil, Cecilia [mailto:CCGIL@RIVCO.ORG]
Sent: Wednesday, June 6, 2018 11:03 AM
To: Email, TDS-Legals <legals@thedesertsun.com>
Subject: 2965983 FOR PUBLICATION: LIUNA FACTFINDING

Good morning,

Notice of public hearing for publication on Saturday, June 9, 2018 is attached. Please confirm. THANK YOU!

Cecilia Gil
Board Assistant
Clerk of the Board of Supervisors
4080 Lemon St., 1st Floor, Room 127
Riverside, CA 92501

NOTICE OF PUBLIC HEARING BEFORE THE BOARD OF SUPERVISORS OF RIVERSIDE COUNTY IN ACCORDANCE WITH GOVERNMENT CODE 3505.7, REGARDING THE IMPASSE WHICH WAS REACHED IN LABOR NEGOTIATIONS BETWEEN THE COUNTY OF RIVERSIDE AND THE LABORERS INTERNATIONAL UNION OF NORTH AMERICA (LIUNA), LOCAL 777.

NOTICE IS HEREBY GIVEN that a public hearing at which all interested persons will be heard, will be held before the Board of Supervisors of Riverside County, California, on the 1st Floor Board Chambers, County Administrative Center, 4080 Lemon Street, Riverside, on **Tuesday, June 19, 2018 at 9:00 A.M.** or as soon as possible thereafter. This hearing is authorized by California Government Code section 3505.7 as the applicable mediation and statutory fact finding procedures have been completed.

LIUNA, which represents approximately 7,200 employees, asked to open negotiations for a new Memorandum of Understanding (MOU) September 2016 and 9 bargaining sessions were held. The County declared impasse after the parties were unable to reach an agreement for a successor MOU. Subsequently, the parties attended fact finding. The parties were unable to reach a tentative agreement at fact finding and the parties remain at impasse.

The County of Riverside Human Resources recommended that the Board of Supervisors receive and consider the final recommendations of the Fact Finding Panel and hear from representatives of both the LIUNA and the County of Riverside, and any other interested parties.

Any person wishing to testify in support of or in opposition, may do so in writing between the date of this notice and the public hearing, or may appear and be heard at the time and place noted above. All written comments received prior to the public hearing will be submitted to the Board of Supervisors and the Board of Supervisors will consider such comments, in addition to any oral testimony, before making a decision.

If you challenge the above item in court, you may be limited to raising only those issues you or someone else raised at the public hearing described in this notice.

Alternative formats available upon request to individuals with disabilities. If you require reasonable accommodation, please contact Lisa Wagner at (951) 955-1063, at least 72 hours prior to the hearing.

Please send all written correspondence to: Clerk of the Board, 4080 Lemon Street, 1st Floor, Post Office Box 1147, Riverside, CA 92502-1147

Dated: June 9, 2018

Kecia Harper-Ihem, Clerk of the Board
By: Cecilia Gil, Board Assistant

- Riverside / LTVNA
- Public Hearing re LBFO
- June 26, 2018
- County Exhibits 1-6

BUDGET AT A GLANCE

FY 17/18 Budget \$ billions

	Appropriations
Salaries and Benefits	2.377
Services and Supplies	1.647
Other Charges	1.390
Fixed Assets	0.156
Operating Transfers Out	0.144
Approp for Contingencies	0.020
Intrafund Transfers	-0.234
Total Appropriations	5.500

	Sources
Intergovernmental Revenues	2.378
Charges For Current Services	1.701
Taxes	0.429
Other Revenue	0.411
Operating Transfers in	0.119
Rev Fr Use Of Money & Property	0.071
Fines, Forfeitures & Penalties	0.060
Other In-Lieu And Other Govt	0.031
Licenses, Permits & Franchises	0.022
Total Revenues	5.221
Net Use of Fund Balance	0.279
Total Sources	5.500

A. 4

Exh. 1

Additional Pending Obligations

	FY 17/18	FY 18/19	FY 19/20	FY 20/21	FY 21/22	FY 22/23	Total
<i>Included in multi-year forecast:</i>							
Sheriff							
JIBDC ongoing operations	\$ -	\$7.4	\$19.4	\$28.4	\$43.4	\$43.4	\$142.0
Inmate settlement	-	7.6	7.6	7.6	7.6	7.6	38.0
DA	3.8	3.5	3.5	3.5	3.5	3.5	21.3
PD	1.5	0.7	0.7	0.7	0.7	0.7	5.0
Probation - Field Services & Juvenile Institutions	-	3.8	3.8	3.8	3.8	3.8	19.0
RUHS - Medical Office Building	-	-	8.4	13.3	13.6	13.9	49.1
IHSS	-	-	4.5	9.5	14.5	19.5	48.0
CREST	-	4.0	10.0	6.0	4.0	4.0	26.5
Total =	\$5.2	\$27.0	\$57.9	\$72.8	\$91.1	\$86.4	\$350.3
<i>NOT included in multi-year forecast:</i>							
Sheriff	\$(10.0)	\$8.2	\$8.2	\$8.2	\$8.2	\$8.2	\$31.0
DA	-	5.8	5.8	5.8	5.8	5.8	29.0
Probation	-	5.3	5.3	5.3	5.3	5.3	26.5
Fire COLAs (net est incr in Structural Fire Tax)	-	-	3.8	7.4	10.4	-	21.6
EOC (building purchase & TI's)	3.2	TBD	TBD	-	-	-	3.2
Inmate Health Care	-	-	-	-	-	-	-
Correctional Health	0.3	3.8	7.4	11.7	11.7	11.7	46.4
Detention Behavioral Health	(3.9)	1.3	8.0	13.7	13.7	13.7	46.5
County Archives	-	TBD	TBD	TBD	TBD	TBD	TBD
Budget Management System	-	TBD	TBD	TBD	TBD	TBD	TBD
Total =	\$(10.4)	\$24.4	\$38.5	\$52.1	\$55.1	\$44.7	\$204.2
Total all =	\$(5.2)	\$51.4	\$96.3	\$124.8	\$146.1	\$141.0	\$554.5
NCC Pension Cost							
Total Pension Cost	64.2	76.3	89.9	104.6	116.1	126.2	565.7
YOY NCC Pension Cost increase	283.3	342.0	402.9	469.1	520.7	565.7	283.3
YOY Total Pension Cost increase	12.1	12.1	13.6	14.8	11.5	10.0	10.0
YOY Total Pension Cost increase	58.7	58.7	60.9	66.2	51.6	45.0	58.7

Exh. 2

2016 Negotiations Between the County of
Riverside and Laborers' International Union
of North America , Local 777 (LIUNA)



OVERVIEW OF MARKET POSITION

NOVEMBER 29, 2016

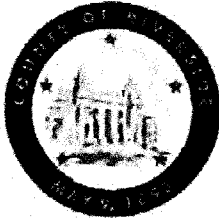
LIUNA Unit Overview



- County Employees: 22,456
- County Classifications: 1,926
- County Payroll: \$1,537,624,101
- County 1% Cost: ~\$19.4 Million/Year

- LIUNA Represented Employees: 7,476
- LIUNA Represented Classifications: 390
- LIUNA Represented Payroll: \$353,275,998
- LIUNA Represented 1% Cost: ~\$4.5 Million/Year

Average County Benefit Rollup: 26.26%
LIUNA Benefit Rollup: 27.92%
Includes Employer Contributions for: PERS, Soc Sec, UI, LTD/STD, and Medicare.



LIUNA Base Wage Increases 2012 to 2017

- Number of LIUNA Employees Continuously Since 2012: **3,899 (54%)**
- Base Wage¹ Increase Since 2012: **41%**
- Number With Base Wage Increase Less Than 20% Since 2012: **24 (<1%)**

BASE WAGE INCREASE SINCE	LIUNA	Average Per Year
Average Increase 2012-Present	40.91%	6.82%
Average Increase 2013-Present	38.61%	7.72%
Average Increase 2014-Present	31.68%	7.92%
Average Increase 2015-Present	20.87%	6.96%
Average Increase 2016-Present	7.77%	3.88%
Average Increase 2017-Present	2.96%	2.96%

¹ Included in the 41% average pay increase includes pay increases/decreases related to promotions/demotions, 8D adjustments, etc.; these cannot be filtered out due to the data size and source. Base Pay does not include any specialty pay, differentials, or bonuses. Present Day is defined as 1/1/2018. All other data is effective January 1st for each respective year

Exh. 4

COLA	
	LIUNA
2012	
2013	2.0%
2014	2.0%
2015	2.0%
2016	2.0%
2017	
Sum	8.0%
Compounded Percentage	8.24%

Merit Increases (Steps on Anniv Date @ 2.71%)	
	LIUNA
2012	1
2013	1
2014	3
2015	3
2016	2
2017	2
Sum	12
Compounded Percentage	37.83%

*Beginning 2014, 1 step increments if EE is currently step 8 or higher.

**Beginning 2013, 1 step increments if EE is currently step 8 or higher.

Flex (Medical Contribution)	
	LIUNA
2012	\$699
2017	\$823
Percent Increase	17.68%

Exh. 5

County of Riverside/LIUNA, Local 777, 2018 Factfinding
Summary of Total Compensation and Key Economic Terms in County LBFO

Over \$63,000

<u>Total Compensation Under LBFO</u>	<u>2012-2016 MOU Key Economic Terms</u>	<u>7/19/2017 LBFO Key Economic Terms</u>
1. Base Pay		
2. Pension (Art.7,§2,p.43)	2012 1 step 2013 1 step	1 step per year
3. OT for Non-FLSA (Art.5,§3,p.13)	2014 3 steps 2015 3 steps	
4. Accumulated OT Credit or Pay (Art.5,§3,p.14)	2016 2 steps 2017 2 steps	
5. Standby Duty Premium (Art.5,§4,p.16)	(Ex. 29-A MOU Art. 5 §1.A., p. 21; Ex. 25 p. 1) Cumulative Increase: 37.83%	(Ex. 29-C LBFO Art. 6 §1.A, p. 30) Cumulative Increase Over Five Years: +14.3 %
6. Call Back Premium (Art.5,§4,p.17)	COLAs 7/11/13: 2%	COLAs COLA's that occurred under the prior MOU are not taken back and stay in place. The expired MOU provided for no new COLA's after Dec. 24, 2015 and LBFO retains that.
7. Double Time Premium (Art.5,§4,p.17)	6/26/14: 2%	(Ex. 29-C LBFO Art. 27 §1, p. 108)
8. Shift Differential Premium (Art.5,§4,p.18)	6/25/15: 2%	0%
9. Bilingual Premium (Art.5,§4,p.20)	12/24/15: 2%	
10. Inconvenience Premium (Art.5,§4,p.23)	(Ex. 29-A MOU Art. 27 §1, p. 79, Ex. 19, p. 1; Ex. 37, p. 1) Cumulative Increase: 8.24%	
11. CTO Differential Premium (Art.5,§4,p.24)		\$823, status quo. Not reduced. (Ex. 29-C LBFO Art. 22 §1.B., p. 95)
12. POST Certification Premium (Art.5,§4,p.27)	12/02/09 \$657.88 11/14/13 \$699.33 11/13/14 \$770.32 11/10/16 \$823.00 (Ex. 29-A MOU Art. 28 §3, p.79, Ex. 27, p. 2) Increase Annual Amount: \$1,484.04	
13. Equipment Operator Premium (Art.5,§4,p.29)	Yes. (Ex. 29-A MOU Art. 21 § 1.E, p. 70)	Yes, status quo. Not eliminated. (Ex. 29-C LBFO Art. 22 §1.E., p. 96)
14. Hazardous Waste Premium (Art.5,§4,p.29)	\$25/100	\$25/100 for existing employees. Not eliminated.
15. Step Advance (Art.6,§1,p.30)	(Ex. 29-A MOU Art. 22 § 1.G, p. 70)	(Ex. 29-C LBFO Art. 22 §1.G, p. 97)
16. Difficult to Recruit Premium (Art.6,§1,p.33)	TOTAL 46% increase over 5 years, plus \$1,484.04 Flex Benefit	TOTAL 14.3% increase over 5 years
17. Life Insurance (Art.6,§4,p.45)		
18. VEBA Eligibility (Art.6,§5,p.45)	End.	End.

County of Riverside/LIUNA, Local 777, 2018 Factfinding
Summary of Total Compensation and Key Economic Terms in County LBFO

<p>19. Sick Leave Accrual (Art.7,§1,p.47)</p> <p>20. Sick Leave Cash Payout (Art.7,§1,p.49)</p> <p>21. Bereavement Leave (Art.7,§2,p.51)</p> <p>22. Leave of Absence (Art.7,§4,p.52)</p> <p>23. Paid Jury Duty (Art.7,§5,p.53)</p> <p>24. Vacation 80/120/160 Hours (Art.8,§1,p.56)</p> <p>25. Paid Holidays 12+ Days (Art.9,§1,p.58)</p> <p>26. Disciplinary Appeal Rights (Art.13,p.63)</p> <p>27. Grievance Rights (Art.15,p.74)</p> <p>28. Short Term Disability (Art.17,p.80)</p> <p>29. Seniority Layoff/Reinstatement (Art.18,§1,p.81)</p> <p>30. Voluntary Time-Bank (Art.19,§1,p.86)</p> <p>31. Flex Benefit Contribution – Retiree (Art.22,§1,p.95)</p> <p>32. Flex Benefit Contributions – Employee (Art.22,§1,p.95)</p> <p>33. Health Plan Waiver Cash Back (Art.22,§1,p.96)</p> <p>34. Flex Benefit Cash Back (Art.22,§1, p.96)</p> <p>35. Medical Subsidies (Art.22,§1,p.97)</p> <p>36. Uniform Allowances (Art.24§1,p.99)</p> <p>37. Release Time (Art.28,§4,p.111)</p> <p>* All references in this column are to Ex. 29-C LBFO</p> <p>** All page references are to the Exhibit’s page number in the document.</p>		
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**Riverside County Board of Supervisors
Request to Speak**

Submit request to Clerk of Board (right of podium),
Speakers are entitled to three (3) minutes, subject
Board Rules listed on the reverse side of this form.

SPEAKER'S NAME: Victor M. Gardo

Address: 414 N. Raymond Ave.
(only if follow-up mail response requested)

City: Pasadena **Zip:** 91103

Phone #: (213) 380-6678

Date: _____ **Agenda #** 3.72 & 9.4
~~(Public Comments)~~

PLEASE STATE YOUR POSITION BELOW:

Position on "Regular" (non-appealed) Agenda Item:

Support _____ **Oppose** _____ **Neutral**

Note: If you are here for an agenda item that is filed
for "Appeal", please state separately your position on
the appeal below:

_____ **Support** _____ **Oppose** _____ **Neutral**

I give my 3 minutes to: _____

BOARD RULES

Requests to Address Board on "Agenda" Items:

You may request to be heard on a published agenda item. Requests to be heard must be submitted to the Clerk of the Board before the scheduled meeting time.

Requests to Address Board on items that are "NOT" on the Agenda:

Notwithstanding any other provisions of these rules, member of the public shall have the right to address the Board during the mid-morning "Oral Communications" segment of the published agenda. Said purpose for address must pertain to issues which are under the direct jurisdiction of the Board of Supervisors. YOUR TIME WILL BE LIMITED TO THREE (3) MINUTES.

Power Point Presentations/Printed Material:

Speakers who intend to conduct a formalized Power Point presentation or provide printed material must notify the Clerk of the Board's Office by 12 noon on the Monday preceding the Tuesday Board meeting, insuring that the Clerk's Office has sufficient copies of all printed materials and at least one (1) copy of the Power Point CD. Copies of printed material given to the Clerk (by Monday noon deadline) will be provided to each Supervisor. If you have the need to use the overhead "Elmo" projector at the Board meeting, please insure your material is clear and with proper contrast, notifying the Clerk well ahead of the meeting, of your intent to use the Elmo.

Individual Speaker Limits:

Individual speakers are limited to a maximum of three (3) minutes. Please step up to the podium when the Chairman calls your name and begin speaking immediately. Pull the microphone to your mouth so that the Board, audience, and audio recording system hear you clearly. Once you start speaking, the "green" podium light will light. The "yellow" light will come on when you have one (1) minute remaining. When you have 30 seconds remaining, the "yellow" light will begin flash, indicating you must quickly wrap up your comments. Your time is up when the "red" light flashes. The Chairman adheres to a strict three (3) minutes per speaker. **Note: If you intend to give your time to a "Group/Organized Presentation", please state so clearly at the very bottom of the reverse side of this form.**

Group/Organized Presentations:

Group/organized presentations with more than one (1) speaker will be limited to nine (9) minutes at the Chairman's discretion. The organizer of the presentation will automatically receive the first three (3) minutes, with the remaining six (6) minutes relinquished by other speakers, as requested by them on a completed "Request to Speak" form, and clearly indicated at the front bottom of the form.

Addressing the Board & Acknowledgement by Chairman:

The Chairman will determine what order the speakers will address the Board, and will call on all speakers in pairs. The first speaker should immediately step to the podium and begin addressing the Board. The second speaker should take up a position in one of the chamber aisles in order to quickly step up to the podium after the preceding speaker. This is to afford an efficient and timely Board meeting, giving all attendees the opportunity to make their case. Speakers are prohibited from making personal attacks, and/or using coarse, crude, profane or vulgar language while speaking to the Board members, staff, the general public and/or meeting participants. Such behavior, at the discretion of the Board Chairman may result in removal from the Board Chambers by Sheriff Deputies.