

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



3.1

(MT 8454)

Motion 1)

On motion of Supervisor Tavaglione, seconded by Supervisor Ashley and duly carried, IT WAS ORDERED that the motion to approve the recommendation from Human Resources regarding Adoption of Resolution 2018-221, a Resolution of the Board of Supervisors of the County of Riverside to Impose the County's Last, Best, and Final Offer dated July 19, 2017 on Service Employees International Union, Local 721, All Districts failed.

Roll Call:

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

Motion 2)

On Motion of Supervisor Jeffries, seconded by Supervisor Ashley and duly carried by unanimous vote, IT WAS ORDERED to direct staff to negotiate a three-party settlement agreement to stand down and that all PERB complaints and court actions be withdrawn or dismissed by the County, SEIU, and that staff report back to the Board on December 11, 2018.

Roll Call:

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

Motion 3 continued on page 2

I hereby certify that the foregoing is a full true, and correct copy of an order made and entered on November 13, 2018 of Supervisors Minutes.

WITNESS my hand and the seal of the Board of Supervisors
Dated: November 13, 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.
3.1

xc: HR, COB

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



Motion 3)

On Motion of Supervisor Tavaglione, seconded by Supervisor Ashley and duly carried by unanimous vote, IT WAS ORDERED that the above matter be reconsidered.

Motion 4)

On Motion of Supervisor Tavaglione, seconded by Supervisor Ashley and duly carried by unanimous vote, IT WAS ORDERED to continue the item to December 11, 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 November 13, 2018 of Supervisors Minutes.

WITNESS my hand and the seal of the Board of Supervisors
Dated: November 13, 2018
Kecia Harper-Ihem, Clerk of the Board of Supervisors, in
and for the County of Riverside, State of California.

(seal)

By

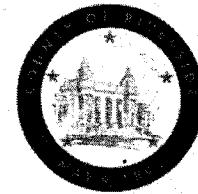
A handwritten signature in black ink, appearing to read "Kecia Harper-Ihem", is written over a horizontal line.

Deputy

AGENDA NO.
3.1

xc: HR, COB

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



**ITEM
3.1
(ID # 8454)**

MEETING DATE:

Tuesday, November 13, 2018

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Adoption of Resolution 2018-221, a Resolution of the Board of Supervisors of the County of Riverside to Impose the County's Last, Best, and Final Offer dated July 19, 2017 on Service Employees International Union, Local 721, All Districts. [\$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Adopt Resolution 2018-221 in accordance with Government Code 3505.7, a Resolution of the Board of Supervisors of the County of Riverside to impose the County's Last, Best, and Final Offer dated July 19, 2017 on Service Employees International Union, Local 721.

ACTION: Policy

Brenda Diederichs

Brenda Diederichs, Assistant CEO / Human Resources Director

11/8/2018

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

Service Employees International Union, Local 721 (SEIU), which represents approximately 7,300 employees, asked to open negotiations for a new Memorandum of Understanding (MOU) on July 26, 2016 and 39 bargaining sessions were held. On August 30, 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 holding a public hearing (May 8, 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 SEIU represented employees' compensation due to our structural deficit, declining reserves, and projected substantially increasing financial obligations. Riverside County SEIU represented employees' average total compensation is over \$106,540 annually, which is 7% higher than their peers in the surrounding comparable counties. These employees have received, on average, a 49% increase in compensation over the past 5 years and their compensation at top step is, on average, over 18% above market.

The matter before the Board today is to adopt the Resolution to impose the County's Last, Best, and Final Offer on SEIU represented employees (excluding SEIU represented Per Diem Unit employees) effective November 22, 2018, in accordance with Government Code 3505.7.

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

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

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

Step/Anniversary/Merit Increase – Employees will receive one (1) step (2.71%) anniversary/merit increase on the employee's anniversary date.

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.

Internal Parity/Realignment - Consolidate the Social Worker series and the Registered Nurse series.

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, voluntary time bank, grievances, layoff, and reinstatement.). The items listed are not exhaustive and the County's Last, Best, and Final Offer should be referenced for specific terms or conditions.

Impact on Residents and Businesses

There is no impact on residents and businesses.

Additional Fiscal Information

The Last, Best, and Final Offer is projected to generate approximately \$1,281,487 in savings for FY18/19. Additionally, there are a number of provisions contained in the Last, Best, and Final Offer that provide managerial discretion to generate additional savings.

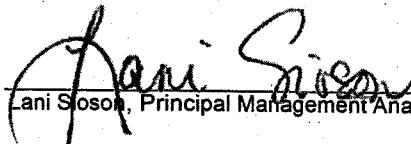
	<u>Costs</u>	<u>Savings</u>
Step/Anniversary/Merit Increases (single step)		\$2,248,651
Consolidation of Registered Nurse Series	\$468,025	
Consolidation of Social Workers Series	\$508,139	
Total	<u>\$967,164</u>	<u>\$2,248,651</u>
Overall Annual Savings		<u>\$1,281,487</u>

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.

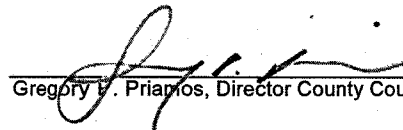
**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
STATE OF CALIFORNIA**

ATTACHMENTS:

- Attachment A.** Resolution No. 2018-221, a Resolution of the Board of Supervisors of the County of Riverside imposing the County's Last, Best, and Final Offer dated July 19, 2017 on the Service Employees International Union, Local 721.
- Attachment B.** County's Last, Best, and Final Offer on the Service Employees International Union, Local 721 dated July 19, 2017.



Lani Sison, Principal Management Analyst 11/8/2018



Gregory E. Priamos, Director County Counsel 11/8/2018

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



ITEM

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Brenda Diederichs
Brenda Diederichs, Assistant CEO / Human Resources Director

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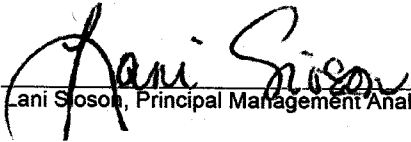
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**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
STATE OF CALIFORNIA**

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Dani Sison, Principal Management Analyst

11/8/2018



Gregory F. Priamos, Director County Counsel

11/8/2018