

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



**ITEM: 3.14  
(ID # 21153)**

**MEETING DATE:**  
Tuesday, February 07, 2023

**FROM :** HUMAN RESOURCES:

**SUBJECT:** HUMAN RESOURCES: Classification & Compensation Recommendation to adjust the salaries pertaining to various Laborers' International Union of North America (LIUNA) classifications and amend Ordinance No. 440 pursuant to Resolution No. 440-9344 submitted herewith, All Districts. [Total cost for the LIUNA contract for the remaining length of the contract \$1,014,537 total - \$585,310 ongoing - 100% Department Budgets] (\$1,000,000 previously approved)

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

1. Approve the recommendation to adjust the salaries of the various LIUNA classifications.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9344.

**ACTION:Policy**

  
Michael Bowers, Assistant HR Director 2/1/2023

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Spiegel, seconded by Supervisor Perez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended and that Resolution 440-9344 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez  
Nays: None  
Absent: None  
Date: February 7, 2023  
xc: H.R.

Kimberly Rector  
Clerk of the Board

By:   
Deputy

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<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>	\$429,227	\$585,310	\$1,014,537	\$585,310
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS:</b> 100% Department Budgets			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 22/23</b>	

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

**BACKGROUND:**

Summary

In accordance with the 2020 - 2024 Memorandum of Understanding between the County of Riverside and Laborers' International Union of North America, Local 777 (LIUNA), the parties agreed to a one-time, one-million-dollar (\$1,000,000) parity pool for the purpose of making market adjustments to the salary range of selected classifications. This item was previously approved by the Board of Supervisors on October 27, 2020.

The parities have since met and conferred and reached a Tentative Agreement (Attachment A) which identified the classes the parity pool money will be applied to, subject to Board approval. Accordingly, the Human Resources Classification and Compensation Unit presents the following adjustments, recommended to ensure our pay is competitive in the local market.

**Salary Adjustments:**

Child Support Specialist: It is recommended to adjust the salary plan/grade LIU 448 (\$47,825 - \$69,474) to salary plan/grade LIU 464 (\$49,046 - \$69,474).

Cook: It is recommended to adjust the salary plan/grade LIU 174 (\$34,230 - \$47,694) to salary plan/grade LIU 238 (\$35,514 - \$47,694).

Senior Cook: It is recommended to adjust the salary plan/grade LIU 256 (\$36,732 - \$53,293) to salary plan/grade LIU 319 (\$40,345 - \$53,293).

Audio-Video Technician: It is recommended to adjust the salary plan/grade LIU 574 (\$56,628 - \$82,309) to salary plan/grade LIU 677 (\$65,998 - \$82,309).

Sheriff's Records/Warrants Assistant II: It is recommended to adjust the salary plan/grade LIU 268 (\$37,599 - \$54,600) to salary plan/grade LIU 335 (\$41,307 - \$55,395).

Automotive Mechanic I: It is recommended to adjust the salary plan/grade LIU 340 (\$41,609 - \$60,443) to salary plan/grade LIU 470 (\$49,320 - \$61,959).

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Automotive Mechanic II: It is recommended to adjust the salary plan/grade LIU 392 (\$44,824 - \$65,053) to salary plan/grade LIU 640 (\$62,127 - \$74,328).

Automotive Mechanic III: It is recommended to adjust the salary plan/grade LIU 428 (\$46,728 - \$67,894) to salary plan/grade LIU 565 (\$55,682 - \$76,419).

Senior Automotive Mechanic: It is recommended to adjust the salary plan/grade LIU 499 (\$50,866 - \$73,906) to salary plan/grade LIU 664 (\$64,120 - \$79,401).

Engineering Aide: It is recommended to adjust the salary plan/grade LIU 272 (\$37,730 - \$57,729) to salary plan/grade LIU 343 (\$41,698 - \$57,729).

Engineering Technician II: It is recommended to adjust the salary plan/grade LIU 554 (\$54,604 - \$83,622) to salary plan/grade LIU 634 (\$61,079 - \$83,622).

Senior Engineering Technician: It is recommended to adjust the salary plan/grade LIU 649 (\$63,223 - \$96,904) to salary plan/grade LIU 675 (\$65,635 - \$96,904).

Equipment Operator I: It is recommended to adjust the salary plan/grade LIU 388 (\$44,626 - \$64,856) to salary plan/grade LIU 460 (\$48,689 - \$64,856).

Equipment Operator II: It is recommended to adjust the salary plan/grade LIU 454 (\$48,324 - \$70,164) to salary plan/grade LIU 569 (\$56,211 - \$73,163).

Senior Equipment Operator: It is recommended to adjust the salary plan/grade LIU 519 (\$52,158 - \$75,787) to salary plan/grade LIU 608 (\$59,545 - \$75,787).

Equipment Parts Helper: It is recommended to adjust the salary plan/grade LIU 232 (\$35,179 - \$51,084) to salary plan/grade LIU 287 (\$38,646 - \$53,082).

Equipment Parts Storekeeper: It is recommended to adjust the salary plan/grade LIU 316 (\$40,165 - \$58,311) to salary plan/grade LIU 369 (\$43,546 - \$58,311).

Garage Attendant: It is recommended to adjust the salary plan/grade LIU 154 (\$34,230 - \$45,731) to salary plan/grade LIU 229 (\$34,931 - \$45,763).

Maintenance and Construction Worker: It is recommended to adjust the salary plan/grade LIU 300 (\$39,344 - \$57,074) to salary plan/grade LIU 307 (\$39,696 - \$57,074).

Maintenance Painter: It is recommended to adjust the salary plan/grade LIU 430 (\$46,827 - \$67,982) to salary plan/grade LIU 588 (\$58,322 - \$69,078).

Lead Maintenance Painter: It is recommended to adjust the salary plan/grade LIU 523 (\$52,344

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- \$76,019) to salary plan/grade LIU 555 (\$54,850 - \$76,019).

Heavy Equipment Mechanic: It is recommended to adjust the salary plan/grade LIU 542 (\$53,752 - \$78,055) to salary plan/grade LIU 627 (\$60,544 - \$78,055).

Senior Heavy Equipment Mechanic: It is recommended to adjust the salary plan/grade LIU 574 (\$56,628 - \$82,309) to salary plan/grade LIU 702 (\$68,634 - \$85,894).

Truck Mechanic: It is recommended to adjust the salary plan/grade LIU 509 (\$51,497 - \$74,824) to salary plan/grade LIU 566 (\$55,702 - \$74,824).

**Additional Financial Information**

A 4% increase was applied to incumbents who are at top of scale for more than a year, excluding rate increases given on May 1, 2022 Section 2, part b of the Tentative Agreement between the County of Riverside and Laborers' International Union of North America, Local 777.

**Impact on Residents and Businesses**

Approval of this recommendation will have no direct impact to residents or businesses.

**Attachments:**

Attachment A - LIUNA Tentative Agreement

Attachment B - Resolution No. 440-9344

RESOLUTION NO. 440-9344

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on February 7, 2023, that pursuant to Section 8(c) of Ordinance No. 440, the Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative at the beginning of the pay period following the date of approval, as follows:

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
97325	Audio-Video Technician	LIU 574	LIU 677
66406	Automotive Mechanic I	LIU 340	LIU 470
66411	Automotive Mechanic II	LIU 392	LIU 640
66412	Automotive Mechanic III	LIU 428	LIU 565
37551	Child Support Specialist	LIU 448	LIU 464
54431	Cook	LIU 174	LIU 238
97421	Engineering Aide	LIU 272	LIU 343
97432	Engineering Technician II	LIU 554	LIU 634
66511	Equipment Operator I	LIU 388	LIU 460
66512	Equipment Operator II	LIU 454	LIU 569
15824	Equipment Parts Helper	LIU 232	LIU 287
15825	Equipment Parts Storekeeper	LIU 316	LIU 369
62951	Garage Attendant	LIU 154	LIU 229
66451	Heavy Equipment Mechanic	LIU 542	LIU 627
62252	Lead Maintenance Painter	LIU 523	LIU 555
66529	Maintenance & Construction Worker	LIU 300	LIU 307
62251	Maintenance Painter	LIU 430	LIU 588
13791	Sheriff's Records/Warrants Assistant II	LIU 268	LIU 335
66410	Senior Automotive Mechanic	LIU 499	LIU 664
54432	Senior Cook	LIU 256	LIU 319

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Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
97433	Senior Engineering Technician	LIU 649	LIU 675
66513	Senior Equipment Operator	LIU 519	LIU 608
66455	Senior Heavy Equipment Operator	LIU 574	LIU 702
66441	Truck Mechanic	LIU 509	LIU 566

6 ROLL CALL:

7 Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez  
8 Nays: None  
9 Absent: None

10 The foregoing is certified to be a true copy of a resolution duly adopted by said Board of Supervisors on  
11 the date therein set forth.

12 KIMBERLY A. RECTOR, Clerk of said Board

13 By:   
14 Deputy

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16 02.07.2023 3.14