

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



**ITEM: 3.37
(ID # 23661)**

MEETING DATE:
Tuesday, December 12, 2023

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Approval of the Side Letter Agreement with Laborers' International Union of North America, Local 777, (LIUNA) adding a new Shift Differential for Department of Waste Resources Employees. [Total Cost – \$587,250 (391,500 Annually), Department of Waste Resources Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

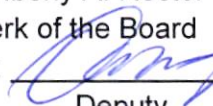
1. Approve the Side Letter Agreement between LIUNA and the County of Riverside adding a \$10 shift differential for Department of Waste Resources Employees scheduled to work a Saturday shift.

ACTION:

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Gutierrez, seconded by Supervisor Perez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: December 12, 2023
xc: HR

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 195,750	\$ 391,500	\$ 587,250	\$ 391,500
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% Department of Waste Resources Budget			Budget Adjustment:	No
			For Fiscal Year:	23/24

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Department of Waste Resources (Department) operates five landfills that serve Riverside County residents. The Badlands, Blythe, Lambs Canyon and El Sobrante landfills have Saturday operating hours. Along with the standard landfill operations, each year there are 20-30 community events held on a Saturday at designated locations for residents to dispose of household hazardous waste. Additionally, there are Department staff who work on selected Saturdays to address illegal dumping throughout the county.

Accordingly, the Department's operations require staff to work on Saturday. However, historically the Department has a difficult time providing Saturday coverage. To assist with ensuring Saturday coverage, the Department has implemented a Tuesday through Saturday shift for some staff; however, staff continue to call out and it is difficult to find replacements at the last minute.

To incentivize Saturday coverage, the County and LIUNA have reached a tentative agreement, subject to Board approval, via a Side Letter to compensate employees who are scheduled to work a Saturday shift with an hourly differential of ten dollars (\$10.00) per hour for each hour worked on a Saturday.

Full details of the agreement can be found in the attached Side Letter.

Impact on Residents and Businesses

None

Additional Fiscal Information

The Department of Waste Resources is able to absorb the cost of the shift differential pay with their current budget allocations.

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ATTACHMENTS:

Saturday Shift Differential Side Letter to the COR/LIUNA MOU

