

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



ITEM: 3.18  
(ID # 24476)

MEETING DATE:  
Tuesday, April 09, 2024

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES AND CODE ENFORCEMENT: Approval of the Side Letter Agreement with Laborers' International Union of North America, Local 777, (LIUNA) adding an Overtime Exception for Code Enforcement Employees, All Districts. [Total Cost – \$99,825, Annual Cost - \$70,737, Source of Funds – Code Enforcement Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Side Letter Agreement between LIUNA and the County of Riverside adding an Overtime Exception for Code Enforcement Employees.

ACTION:

  
Sarah Franco, Assistant County Executive Officer 4/4/2024

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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: April 9, 2024  
xc: H.R., Code Enforcement

Kimberly A. Rector  
Clerk of the Board

By:   
Deputy

**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>	\$22,609	\$70,737	\$99,825	\$70,737
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS: 100% Code Enforcement Department Budget.</b>			<b>Budget Adjustment:</b>	<b>No</b>
			<b>For Fiscal Year:</b>	23/24

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

**BACKGROUND:**

**Summary**

The Riverside County Code Enforcement Department is responsible for enforcing the County's rules, regulations, and ordinances related to land use and zoning, illegal businesses, and community preservation issues. Additionally, there are various events and operations that may arise regularly or on an as-needed basis, as determined by the Board of Supervisors. These situations may require employees to work extra shifts beyond their regular schedule. In an effort to meet the operational needs of the department, the County and LIUNA have entered into a Side Letter to guarantee employees to be paid one and one-half (1 ½) times the employees base rate of pay when required to work extra shifts for the functions identified.

To incentivize coverage for extra shifts, the County and LIUNA have reached a tentative agreement, subject to Board approval, via a Side Letter to compensate employees who are required to work the holidays or events as outlined in the Side Letter.

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

**Impact on Residents and Businesses**

None

**Additional Fiscal Information**

The Riverside County Code Enforcement Department is able to absorb the cost of the Overtime Provision Exception with their current budget allocations.

**ATTACHMENT:**

Overtime Provision Exception Side Letter to the COR/LIUNA MOU

SIDE LETTER TO THE  
2020 - 2024  
MEMORANDUM OF UNDERSTANDING (MOU)  
BETWEEN  
THE COUNTY OF RIVERSIDE ("County")  
AND  
LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777  
("LIUNA")

The parties hereto agree to amend Article IV, Workweek, Overtime and Premium Pay, Section 2, Overtime, of the MOU between LIUNA and the County of Riverside as follows:

**B. Overtime Provisions of the Fair Labor Standards Act**  
**Exceptions** (additional section added to the existing language in the provision 1-7):

**8.** Employees in the following Code Enforcement Classifications who are asked and/or required by the Department Head or their designee to work extra shifts and/or hours beyond their regular shift pattern, shall be paid at one and one half (1 ½) their base rate of pay for such time worked, whether or not such work would qualify as overtime pursuant to the provisions of the FLSA (i.e. the employee would be eligible to be paid at one and one half (1 ½) times their base rate of pay even if the employee used sick, vacation, or holiday leave accruals in the pay period).

- Senior Code Enforcement Officer
- Code Enforcement Officer II
- Code Enforcement Officer I
- Code Enforcement Technician
- Code Enforcement Aide

This overtime exception is only valid during the following, unless the Board of Supervisors declares the need for Code Enforcement to deploy staff to engage in Countywide events:

- December 31<sup>st</sup> - New Years Eve
- Coachella & Stagecoach Festivals

- July 4<sup>th</sup> – Independence Day
- Community Development Events
- Short Term Rental Events
- Unpermitted Events
- Illegal Vendor Operations
- Noise Ordinance Violations

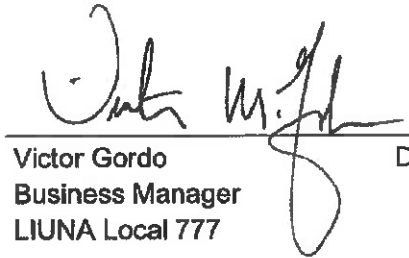
The terms of this side letter shall be incorporated into the final MOU between the parties. All other terms and conditions of the MOU between the County and LIUNA remain unchanged by this side letter.

The provisions shall become effective the first full pay period following signatures by both parties and approval by the Board of Supervisors.



4/1/24

Sarah Franco  
Assistant County Executive Officer  
County of Riverside



3/26/24

Victor Gordo  
Business Manager  
LIUNA Local 777