

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



ITEM: 3.24
(ID # 29059)

MEETING DATE:
Tuesday, October 21, 2025

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: Approval of the Side Letter Agreement with the Laborers' International Union of North America, Local 777 (LIUNA) amending various specialty pay provisions for the Aircraft Mechanic series. [Total Cost - \$32,497, Ongoing Cost \$19,070 – 100% Departmental Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Side Letter Agreement with the Laborers' International Union of North America, Local 777 amending various specialty pay provisions for the Aircraft Mechanic series.

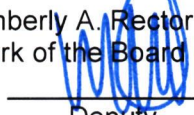
ACTION:


Tami Douglas-Schatz, Director of Human Resources 10/8/2025

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez
Nays: None
Absent: None
Date: October 21, 2025
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	\$13,427	\$19,070	\$32,497	\$19,070
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% Department Budget			Budget Adjustment:	No
			For Fiscal Year:	25/26

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Pursuant to the Myers Milias Brown Act, the County has reached a tentative agreement via Side Letter with the Laborers International Union of North America, Local 777 (LIUNA), subject to the Board's approval, to modify certain provisions of the parties Memorandum of Understanding (MOU).

The terms of the Side Letter include modifying Article XXIII Uniforms, Safety Shoes and Tools of the LIUNA MOU to add the Senior Aircraft Mechanic classification to the list of classifications that receive Safety Shoe Allowance, and increase the amount of Safety Shoe Allowance from \$150/year to \$300/year for both the Aircraft Mechanic and Senior Aircraft Mechanic, contingent on spending at least 50% of their time performing field duties consistent with the Aircraft Mechanic series. Additionally, the Side Letter would add the Senior Aircraft Mechanic classification to the list of classifications that receive Tool Reimbursement under Article XXIII. Currently, the Aircraft Mechanic classification is listed as eligible, but not the Senior Aircraft Mechanic classification. These changes are intended to align the Senior Aircraft Mechanic classification with the Aircraft Mechanic classification, as well as with similarly situated classifications in other departments who receive similar benefits.

Lastly, the Side Letter would modify Article IV Pay Period, Workweek, Overtime, and Premium Pay to increase the Federal Aviation Inspection License premium pay from \$2.00/hr. to \$3.00/hr. and provide the pay for all hours worked. With respect to the Federal Aviation Inspection License, this is difficult to achieve and makes employees highly desirable candidates to other agencies. Increasing this pay would assist the Department with recruitment and retention for incumbents in the Aircraft Mechanic series who possess this license. There are currently only 3 incumbents within the Department who possess this license.

Full details of the Side Letter Agreement can be found in the attachment.

Impact on Residents and Businesses

While there is no immediate impact on residents and businesses as a result of this side letter, approving the amendments for the Aircraft Mechanic classifications to certain specialty pays ensures their compensation aligns with County operations, which helps to foster job satisfaction and contributes to employees feeling valued, which in turn, provides for better service delivery to residents and businesses.

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Additional Fiscal Information

Cost of increasing the Safety Shoe allowance received by incumbents in the Aircraft Mechanic series is approximately \$900/year.

Cost of adding the Senior Aircraft Mechanic as eligible for Tool Reimbursement is approximately \$750/year.

Cost of increasing the Federal Aviation Inspection License premium pay from \$2.00/hr. to \$3.00/hr. and providing the pay for all hours worked is approximately \$17,420/year.

Total Annual Cost - \$19,070.

The Sheriff's Department is able to absorb the cost of the various amendments within their current budget.

Attachments:

Attachment 1: Side Letter between County of Riverside and LIUNA re Aircraft Mechanics

SIDE LETTER OF AGREEMENT

BETWEEN

COUNTY OF RIVERSIDE

AND

THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777

This Side Letter of Agreement ("Agreement") between the County of Riverside ("County") and the Laborers' International Union of North America, Local 777 ("LIUNA") (collectively "Parties") is entered into with respect to the following:

The Parties agree to amend Article IV, Pay Period, Workweek, Overtime and Premium Pay, Section 6, Premium Pay, subsections O, Sheriff's Aircraft Mechanic Inspection Pay and Article XXIII, Uniforms, Safety Shoes and Tools, Section 2, Safety Shoes, subsection J, Sheriff's Department, and Section 3, Stolen Tools of the 2024 - 2027 Memorandum of Understanding ("MOU") as follows:

Article IV

PAY PERIOD, WORKWEEK, OVERTIME AND PREMIUM PAY

Section 6. Premium Pay

O. Sheriff's Aircraft Mechanic Inspection Pay.

Sheriff's Senior Aircraft Mechanics and Aircraft Mechanics who possess a valid Federal Aviation Inspection License that provides the employee the ability to perform Inspection Authorizations shall be entitled to a differential of three dollars (\$3.00) for all hours worked.

Sheriff's Senior Aircraft Mechanics and Aircraft Mechanics assigned to in-flight maintenance checks shall receive three dollars (\$3.00) per hour for hours worked in which they directly perform in-flight maintenance checks.

ARTICLE XXIII

UNIFORMS, SAFETY SHOES AND TOOLS

Section 2. Safety Shoes

- J. Sheriff's Department - The Department will supply and pay for, through a third-party vendor/s of the Department's choice, one pair of safety shoes/work boots (annually) for employees in the following classifications in an amount not to exceed one hundred and fifty dollars (\$150) per fiscal year. If the employee chooses a pair of shoes exceeding the maximum amount of one hundred and fifty dollars (\$150) then the employee will pay any exceeding amount directly to the selected vendor.

For employees in the Aircraft Mechanic series, the Department will provide up to three hundred dollars (\$300) per fiscal year, provided the employee has regular duties requiring them to spend more than fifty percent (50%) of the workweek out in the field (e.g. performing duties inside of an aircraft maintenance & repair facility). Employees who are supplied with protective safety work boots are required to wear their boots while performing their duties, as designated by Management.

<u>Classification</u>	<u>Job Code</u>
Aircraft Mechanic	66301
Senior Aircraft Mechanic	66302
Community Service Officer I	52264
Community Service Officer II	52265
Coroner Technician	37498
Custodian	62321
Forensic Technician II	37531
Senior Coroner Technician	37499
Sheriff Service Officer I	52261
Sheriff Service Officer II	52262

Section 3. Stolen Tools.

The Transportation Department, Purchasing and Fleet Services Department, Waste Resources Department, Flood Control and Sheriff's Department will provide and designate a place for the safekeeping and storage of employees' work tools. An employee in one (1) of the classes below, and assigned to the listed department who utilizes the locked storage area and whose tools are stolen will be reimbursed up to ten thousand dollars (\$10,000.00) per incident for the fair market value of the tools stolen in excess of one hundred dollars (\$100.00) provided a prompt report of the theft is made to the police:

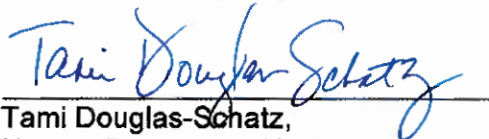
Fleet Services	Flood Control
Mechanics Helper	Heavy Equipment Mechanic
Senior Heavy Equipment Mechanic	Mechanics Helper
Automotive Mechanic I, II, III, III-Cert	Senior Heavy Equipment Mechanic
Automotive Services Worker	Truck Mechanic
Automotive Services Writer	
Senior Automotive Mechanic	Automotive Mechanic I, II, III
Fleet Services Assistant	
Fleet Services Technician	
Truck Mechanic	
	Senior Automotive Mechanic
	Waste Resources Department
	Heavy Equipment Mechanic
	Mechanics Helper
	Senior Heavy Equipment Mechanic - Waste
	Truck Mechanic
	Automotive Mechanic I, II, III

	Senior Automotive Mechanic Equipment Maintenance Worker (when enrolled in the apprenticeship/training program with pre-authorization from supervision)
Transportation Department	Sheriff's Department
Heavy Equipment Mechanic	Aircraft Mechanic
Mechanics Helper	Senior Aircraft Mechanic
Senior Heavy Equipment Mechanic	
Truck Mechanic	
Machinist/Welder	

All tools must be marked with an appropriate identifying mark as determined by the County and listed on an inventory given by the employee to the Department Head or his designee prior to the theft in order for the employee to be entitled to the reimbursement. In any event, no employee shall lose their employment solely due to the theft of tools from a County facility or vehicle.

The effective date of the change shall be the first full pay period after execution by both parties and approval by the Board of Supervisors.

FOR THE COUNTY OF RIVERSIDE


 Tami Douglas-Schatz,
 Human Resources Director

9/18/2025
 Date

FOR THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777


 Victor M. Gordo
 Business Manager, LIUNA Local 777

8/18/25
 Date