

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



**ITEM: 3.23  
(ID # 30081)**

**MEETING DATE:**  
Tuesday, March 24, 2026

**FROM :** HUMAN RESOURCES

**SUBJECT:** HUMAN RESOURCES: Approval of the changes to the 2024 – 2027 Memorandum of Understanding (MOU) with Laborers' International Union of North America, Local 777. All Districts. [Total Cost - \$8,400, Ongoing Cost \$4,200, One-Time Cost: \$0, 100% Departmental Budgets]

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

1. Approve the changes to the October 27, 2024, through February 4, 2027, Memorandum of Understanding (MOU) between the Laborers' International Union of North America, Local 777 (LIUNA) and the County of Riverside.


**ACTION:Policy**

---

**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Gutierrez, seconded by Supervisor Washington 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: March 24, 2026  
xc: HR

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>	\$4,200	\$4,200	\$8,400	\$ 0
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS: 100% Department Funds</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 25/26</b>	

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

**BACKGROUND:**

**Previous Agenda Reference**

3.47 26688 12/03/2024

**Summary**

On December 3, 2024, the Board approved a four-year Memorandum of Understanding (MOU) between the County of Riverside and Laborers’ International Union of North America, Local 777 (LIUNA), effective October 27, 2024, through February 4, 2027. Since that approval, Human Resources and LIUNA have identified several clean-up items within the MOU that need correction, including punctuation, grammar, omissions, and date adjustments. We are also incorporating Side Letters that were agreed to during the term of this MOU. In addition to these clean-up changes, there are two substantive items that were not previously contemplated, and we are requesting now to be added as part of this revised MOU. We are returning to the Board to request approval of the fully revised MOU.

The attached document includes the previously approved MOU along with both substantive and non-substantive revisions proposed and mutually agreed upon by the parties.

There are two items of a substantive nature that are being included now, rather than creating additional Side Letters. Both items have minimal or no cost impact. These substantive updates include the following:

- Addition of a \$300 shoe reimbursement for employees in TLMA’s Aviation and Building and Safety Divisions. This new reimbursement will take effect on the first pay period following approval of this Board item and remain in place for the duration of the MOU.
- Incorporation of Voluntary Employees’ Beneficiary Association (VEBA) Irrevocable Election to include a new election window with regard to vacation accruals. There is not a new cost associated with this change.

In addition, while not new substantive changes, included in this version of the MOU are terms items which the Board previously approved via side letters/Form 11:

- Drone Pilot Premium Pay – Board Date 04/08/2025

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

- Coroner Incident Response Team (CIRT) Premium – Board Date 05/20/2025
- Flex Benefits Program - Board Date 10/07/2025
- Sheriff's Aircraft Mechanic Inspection Pay & Shoe Allowance Board Date 10/21/2025
- Fire Department Cost Recoverable Assignments – Board Date 12/16/2025
- Fire Department Uniform and Shoe Allowance – Board Date 03/03/2026

**Other Fiscal Information**

The total potential annual cost for the remainder of this fiscal year is \$4,200. The projected cost for the duration of the MOU is:

FY 25-26: \$4,200

FY 26-27: \$4,200

Total: \$8,400

**Impact on Residents and Businesses**

Although there is no direct impact on residents and businesses, the non-substantive updates to language, spelling, grammar and formatting ensure that both parties maintain an accurate record of the agreement and strengthen its value for future reference.

**Attachments:**

Attachment 1: 2024-2027 LIUNA MOU Clean Version

Attachment 2: 2024-2027 LIUNA MOU Track Changes Version