

SIDE LETTER OF AGREEMENT

BETWEEN

COUNTY OF RIVERSIDE

AND

THE SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 721

This Side Letter of Agreement ("Agreement") between the County of Riverside ("County") and the Service Employees' International Union, Local 721 ("SEIU") (collectively "Parties") is entered into with respect to the following:

WHEREAS, the Parties wish to move forward on pending market and equity adjustments in addition to start rates; and

WHEREAS, the following sets forth the Parties' Agreement:

1. The parties agree to the following market adjustments:

Classification	Current Min	Current Max	Proposed Min	Proposed Max
Administrative Services Analyst I	\$ 54,158.00	\$ 71,275.00	\$ 54,239.00	\$ 71,953.00
Administrative Services Analyst I - Parks	\$ 54,158.00	\$ 71,953.00	\$ 54,239.00	\$ 71,953.00
Administrative Services Analyst II	\$ 61,912.00	\$ 83,949.00	\$ 65,861.00	\$ 87,423.00
Administrative Services Analyst II - Parks	\$ 61,896.00	\$ 81,629.00	\$ 65,861.00	\$ 87,423.00
Administrative Services Assistant - Parks	\$ 45,468.00	\$ 62,034.00	\$ 48,630.00	\$ 62,034.00
Administrative Services Supervisor	\$ 66,258.00	\$ 92,650.00	\$ 72,319.00	\$ 98,976.00
Administrative Services Supervisor - Parks	\$ 66,258.00	\$ 93,349.00	\$ 72,319.00	\$ 98,976.00
Assistant District RM Supervisor	\$ 62,526.00	\$ 86,670.00	\$ 78,021.00	\$ 102,026.00
Assistant Regional Flood Control Maintenance Supervisor	\$ 56,236.00	\$ 88,057.00	\$ 78,021.00	\$ 102,026.00
Commercial and HR Training Officer	\$ 66,830.00	\$ 82,468.00	\$ 73,826.00	\$ 88,962.00
Dentist	\$ 135,009.23	\$ 193,738.00	\$ 146,258.57	\$ 204,762.23
District Road Maintenance Supervisor	\$ 56,021.00	\$ 91,435.00	\$ 84,236.00	\$ 110,188.00
Elections Analyst	\$ 62,465.00	\$ 79,483.00	\$ 68,712.00	\$ 87,432.00
Elections Coordinator - Operations	\$ 43,389.00	\$ 66,657.00	\$ 47,728.00	\$ 73,323.00
Elections Coordinator - Services	\$ 59,238.00	\$ 69,036.00	\$ 65,162.00	\$ 75,939.00
Elections Coordinator - Technical *	\$ 64,536.00	\$ 66,149.00	\$ 70,990.00	\$ 72,764.00
Elections Technician Supervisor - Operations *	\$ 37,419.00	\$ 57,859.00	\$ 41,160.00	\$ 63,645.00
Elections Technician Supervisor *	\$ 35,788.00	\$ 55,301.00	\$ 39,367.00	\$ 60,831.00
Eligibility Supervisor	\$ 53,414.00	\$ 70,029.00	\$ 54,315.00	\$ 72,578.00
Employment Services Counselor I	\$ 43,652.00	\$ 61,640.00	\$ 50,428.00	\$ 67,000.00
Employment Services Counselor II	\$ 46,184.00	\$ 70,695.00	\$ 57,900.00	\$ 73,304.00
Fire Apparatus Fleet Supervisor	\$ 76,211.00	\$ 91,556.00	\$ 82,646.00	\$ 103,334.00

Flood Control Contracts Analyst I	\$ 61,896.00	\$ 80,928.00	\$ 65,861.00	\$ 87,423.00
Flood Control Contracts Analyst II	\$ 66,400.00	\$ 86,786.00	\$ 67,253.00	\$ 91,875.00
House Manager	\$ 67,580.00	\$ 69,270.00	\$ 57,021.00	\$ 79,829.00
IT Applications Developer I	\$ 56,743.00	\$ 68,655.00	\$ 71,261.00	\$ 95,087.00
IT Applications Developer II	\$ 79,919.00	\$ 96,699.00	\$ 85,810.00	\$ 111,567.00
IT Applications Developer III	\$ 90,073.00	\$ 119,905.00	\$ 96,150.00	\$ 129,131.00
IT Business Systems Analyst I	\$ 54,877.00	\$ 69,857.00	\$ 67,017.00	\$ 90,783.00
IT Business Systems Analyst II	\$ 77,291.00	\$ 98,390.00	\$ 82,377.00	\$ 111,472.00
IT Business Systems Analyst III	\$ 95,841.00	\$ 122,003.00	\$ 95,994.00	\$ 134,301.00
IT Supervising Applications Developer	\$ 96,581.00	\$ 139,092.00	\$ 107,453.00	\$ 145,043.00
IT Supervising Business Systems Analyst	\$ 89,601.00	\$ 141,524.00	\$ 101,274.00	\$ 141,687.00
Laundry Supervisor	\$ 42,360.00	\$ 49,932.00	\$ 44,297.00	\$ 57,810.00
Licensed Psychiatric Technician	\$ 46,130.24	\$ 54,873.73	\$ 55,263.73	\$ 81,002.06
Lieutenant of Field Services	\$ 52,311.00	\$ 81,820.00	\$ 57,637.00	\$ 81,820.00
Occupational Therapy Assistant	\$ 49,643.00	\$ 82,941.00	\$ 53,716.27	\$ 87,557.33
Operations and Maintenance Superintendent	\$ 83,725.00	\$ 103,239.00	\$ 91,004.00	\$ 119,003.00
Operations and Maintenance Supervisor	\$ 55,424.00	\$ 83,965.00	\$ 78,021.00	\$ 102,026.00
Physical Therapist Assistant	\$ 51,314.00	\$ 82,941.00	\$ 59,665.48	\$ 94,088.12
Principal Engineering Technician	\$ 77,559.00	\$ 122,669.00	\$ 78,295.00	\$ 125,191.00
Principal Engineering Technician - PLS	\$ 81,825.00	\$ 129,427.00	\$ 82,601.00	\$ 132,076.00
Regional Flood Control Maintenance Supervisor	\$ 59,327.00	\$ 95,429.00	\$ 84,263.00	\$ 110,188.00
Senior Administrative Services Analyst	\$ 66,400.00	\$ 87,809.00	\$ 66,580.00	\$ 90,930.00
Senior Correctional Cook	\$ 45,539.00	\$ 74,282.00	\$ 48,134.00	\$ 74,282.00
Senior Employment Services Counselor	\$ 55,255.00	\$ 74,575.00	\$ 61,084.00	\$ 79,321.00
Senior Media Production Specialist	\$ 67,347.00	\$ 77,825.00	\$ 67,347.00	\$ 93,426.00
Senior Training Officer	\$ 66,830.00	\$ 82,468.00	\$ 67,220.00	\$ 91,368.00
Senior VSR	\$ 55,292.00	\$ 76,627.00	\$ 60,648.80	\$ 77,945.46
Supervising ACR Technician	\$ 51,820.00	\$ 72,522.00	\$ 56,060.00	\$ 73,805.00
Supervising Employment Services Counselor	\$ 58,416.00	\$ 82,900.00	\$ 64,444.00	\$ 84,277.00
Supervising Flood Control Contract Analyst	\$ 68,049.00	\$ 104,981.00	\$ 88,135.00	\$ 117,286.00
Supv Agricultural & Standards Investigator	\$ 69,243.00	\$ 96,854.00	\$ 76,663.00	\$ 96,854.00
Supv Animal Services Counselor	\$ 47,287.00	\$ 74,418.00	\$ 55,292.00	\$ 74,758.00
Training Officer	\$ 62,496.00	\$ 73,778.00	\$ 63,716.00	\$ 86,605.00
Veterans Services Representative I	\$ 38,889.00	\$ 54,310.00	\$ 43,771.89	\$ 58,838.59
Veterans Services Representative II	\$ 47,050.00	\$ 65,927.00	\$ 51,536.75	\$ 68,238.80
Waste Management Operations Superintendent	\$ 78,347.00	\$ 100,345.00	\$ 84,263.00	\$ 110,188.00
Waste Management Projects Supervisor	\$ 75,107.00	\$ 96,041.00	\$ 81,022.00	\$ 105,950.00

Any incumbent who is below the proposed minimum will be brought up to the rate of the proposed minimum.

The effective date of the market adjustments will be the first day of the first full pay period following Board of Supervisors approval.


2. The parties are in agreement the County may implement all equity adjustments that have been sent to SEIU from December 7, 2023 thru the last date signed by all parties of this side letter. The effective date of the equity adjustments will be the first full pay period following signature by all parties.

3. The parties agree to the following start rates:

Clinical Laboratory Scientist I - \$45.58
Clinical Laboratory Scientist II - \$50.00
Clinical Laboratory Scientist, QC - \$65.17

Any incumbent who is below the proposed start rate will be brought up to the rate of the proposed minimum.

FOR THE COUNTY OF RIVERSIDE




Steven Espinoza
Assistant Human Resources Director

2/26/24

Date

FOR THE SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 721



Eloy Alvarez
Regional Director
SEIU Local 721

2/23/24

Date