

**SIDE LETTER OF AGREEMENT  
BETWEEN  
COUNTY OF RIVERSIDE**

**AND**

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721 (SEIU))**

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:

The Parties agree to amend Article V – Workweek, Overtime and Premium Pay, Section 3, Subsection "W" of the 2024 – 2027 Memorandum of Understanding ("MOU") as reflected below:

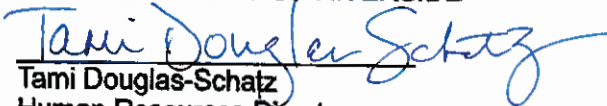
**Section 3. Premium Pay**

**W. Canine Duty Pay**

1. Canine Duty Pay. Employees in the District Attorney's Office who are assigned to canine duty shall be compensated at the rate of one dollar and twenty-five cents (\$1.25) per hour, plus overtime rates where applicable, for all time assigned to K-9 duty, including vacation, sick leave, holiday pay and Workers' Compensation leave, provided, however, that this differential shall not be paid during any time when the individual is no longer responsible for caring for the canine. Eligible classifications for Canine Duty Pay include:
  - a. Victim Services Specialist (79788)
  - b. Senior Victim Services Specialist (79776)
  - c. Victim Services Supervisor (79792)
2. Canine Compensation for Off-Duty work
  - d. Employees assigned to canine duty shall be paid for the off-duty care, feeding and grooming of their canine and the routine, off-duty canine-related maintenance of their canine. Employees assigned to canine duty shall be paid seven (7) hours per pay period at the State of California minimum wage, paid at time and one half. Employees assigned to Canine Duty are not permitted to work more than seven (7) hours per period on off-duty canine duties as the County is not paying for more than seven (7) hours per pay period and employees are not permitted to work off the clock.
  - e. In addition to the seven (7) hours of pay per pay period described in the preceding paragraph, canine deputies shall be paid for off duty veterinary visits and extraordinary off-duty care, provided that, absent an emergency, the employee shall obtain supervisor approval for such care and shall provide appropriate payroll documentation.
3. An employee who does not have responsibility for the canine will not receive the canine compensation provided herein.
4. The assignment and removal from Canine Duty is at the sole discretion of the District Attorney or designee. The determination to assign and/or remove the Canine Duty shall not be subject to the disciplinary appeal procedure in the MOU and cannot be made or interpreted as disciplinary action.

This amendment will be effective the first full pay period following agreement by both parties and approval by the Board of Supervisors.

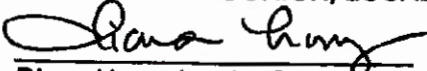
FOR THE COUNTY OF RIVERSIDE

  
Tami Douglas-Schatz

Human Resources Director

9/15/2025  
Date

FOR THE SERVICE EMPLOYEES  
INTERNATIONAL UNION, LOCAL 721

  
Diana Hong, Interim Coordinator

8/28/2025  
Date