

**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 "O" of the 2024 – 2027 Memorandum of Understanding ("MOU") as reflected below:

Section 3. Premium Pay

O. Inconvenience Premium. Employees of the Transportation Department of the Transportation Land Management Agency ("TLMA") travel crew will receive an inconvenience premium of one hundred and twenty-five dollars (\$125.00) per pay period only during periods of temporary reassignment of the worksite as provided in this subsection. Only employees permanently assigned to a travel crew by the Transportation Department and whose worksite is temporarily transitioned to the Blythe or Thermal Yard, in which the Blythe or Thermal Yard is at least seventy-five (75) miles from the employee's regular work location, shall be entitled to receive the inconvenience premium. In addition, any permanent travel crew employee whose regularly assigned worksite is in the Blythe or Thermal Yard, and whose worksite is temporarily transitioned to a work location that is at least seventy-five (75) miles from the employee's regular work location shall be entitled to receive the inconvenience premium as provided in this subsection.

Any employee who is temporarily assigned to a travel crew for less than a full pay period, but otherwise under the same conditions above, shall receive the inconvenience premium on a pro-rated basis of fifteen dollars and sixty-three cents (\$15.63) per shift, but not to exceed one hundred dollars (\$125.00) per pay period only during periods of temporary reassignment of the worksite as provided in this subsection.

Eligibility for such additional pay shall be determined by the TLMA Director or designee with the concurrence of the Human Resources Director, unless the Board of Supervisors shall otherwise provide by resolution.

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

FOR THE COUNTY OF RIVERSIDE

  
Tami Douglas-Schatz  
Human Resources Director

9/30/2025  
Date

FOR THE SERVICE EMPLOYEES  
INTERNATIONAL UNION, LOCAL 721

  
Diana Hong, Interim Coordinator

9/30/2025  
Date