

SIDE LETTER OF AGREEMENT
BETWEEN
THE 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 Employee's International Union, Local 721 ("SEIU") (collectively "Parties") is entered into with respect to the following:

The Parties agree to amend Article 5, Workweek, Overtime, and Premium Pay, Section 2, Overtime, Subsection A, Overtime, of the 2024 – 2027 Memorandum of Understanding ("MOU") by adding the following:

Exceptions:

6. Fire Department Cost Recoverable Assignments:

The Fire Department may offer volunteer work to employees of the Fire Department to assist external agencies where the cost of the assignment is fully recoverable. If an employee meets the requirements as determined by the Department, employees may volunteer for these assignments by obtaining prior written approval from the Chief Deputy County Fire or Deputy Director. While on the assignment, the employee will be paid at their base hourly rate until they reach the FLSA threshold, at which point they will be paid at the FLSA overtime rate. At the discretion of the Chief Deputy County Fire or their designee, employees on these volunteer assignment(s) may be recalled to their regular assigned work location and duties as the work of the department is the priority.

Employees on an approved volunteer assignment may count all hours deployed on the assignment as time worked. Compensable time begins when the employee actually departs from their regular work location or designated reporting point as authorized by the Department, and ends when the employee returns to their regular work location, residence, or other department-approved release point following the conclusion of the assignment, whichever occurs first.

Travel time and on-assignment time are included within this period, provided the employee remains under the direction of the external agency or the Fire Department during the assignment.

The Parties agree to amend Article 5, Workweek, Overtime, and Premium Pay, Section 5, Overtime, Subsection C, Authorization for Overtime Work, to the following:

- C. Authorization for Overtime Work: Performance of overtime work may be authorized by the Department Head or designee. Employees shall not work more than sixteen (16) hours in any workday without prior written approval of the Department Head or designee, except in case of public emergency.

There shall be no favoritism in the assignment of overtime work.

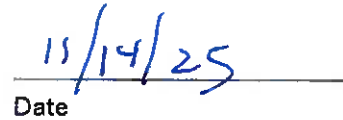
The terms of this Side Letter shall be incorporated into the successor MOU between the County and SEIU unless otherwise negotiated.

The terms of this Side Letter shall become effective the third full pay period following signature of this Side Letter by both parties and approval by the Board of Supervisors.

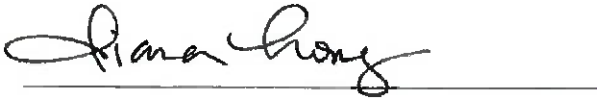
FOR THE COUNTY OF RIVERSIDE



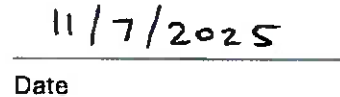
Tami Douglas-Schatz
Human Resources Director


Date

FOR THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721



Diana Hong
Interim Internal Organizing Campaign Coordinator


Date