

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

The Parties agree to amend Article 5 – Workweek, Overtime and Premium Pay, Section 3, Subsection “DD”, Supervising Aircraft Mechanic Inspection Pay, Article 19 – Dress Codes and Uniforms, Section 2, Subsections 5, Waste Resources and 12, Sheriff’s Department, and Section 3, Subsection 1, Sheriff’s Department of the 2024 – 2027 Memorandum of Understanding (“MOU”) as reflected below:

Article 5
Workweek, Overtime and Premium Pay

Section 3. Premium Pay

DD. Supervising Aircraft Mechanic Inspection Pay.

1. Supervising Aircraft Mechanics who possess a valid Federal Aviation Inspection License that provides the employee the ability to perform Inspection Authorizations shall be entitled to a differential of three dollars (\$3.00) for all hours worked.
2. Supervising Aircraft Mechanics assigned to in-flight maintenance checks shall receive three dollars (\$3.00) per hour for hours worked in which they directly perform in-flight maintenance checks.

Article 19
Dress Codes, Uniforms, and Tools

Section 2. Uniforms

5. Waste Resources

Safety Shoes. As authorized by the Department Head and upon presentation of proof of purchase acceptable to the department, the department shall reimburse employees a maximum of three hundred dollars (\$300.00) per fiscal year, for the purchase of safety shoes to be worn by the employee during the performance of their duties. Safety shoes must be either steel or compost-toed and/or include a steel or composite shank in the sole. Reimbursement would apply only to those employees in the following classifications who have regular duties that require them to spend 50% or more of their workweek in the field. Employees who are reimbursed for the purchase of protective safety work boots are required to wear their boots while performing their duties.

Equipment Operator II - WRMD
Senior Engineering Technician - WRMD
Automotive Service Supervisor
Commercial & Heavy Equipment Training Officer
Equipment Service Supervisor
Operations and Maintenance Supervisor
Operations and Maintenance Supervisor - WRMD

Warehouse Supervisor
Waste Management Operations Superintendent
Waste Management Projects Supervisor

12. Sheriff's Department - The Department will provide employees in the Supervising Aircraft Mechanic classification with an annual safety shoe/work boot allowance, supplied through a department-selected third-party vendor. Employees who regularly spend more than fifty percent (50%) of the workweek in the field (e.g., performing duties inside an aircraft maintenance and repair facility) are eligible to receive up to three hundred dollars (\$300) per fiscal year. If an employee selects footwear that exceeds the applicable allowance, the employee will be responsible for paying the difference directly to the vendor. Employees who are provided protective safety work boots are required to wear them while performing their duties, as designated by Management.

Section 3. Stolen Tools

1. Sheriff's Department - The Department will provide and designate a place for the safekeeping and storage of employees' work tools. An employee in the Supervising Aircraft Mechanic classification who utilizes the locked storage area and whose tools are stolen will be reimbursed up to ten thousand dollars (\$10,000.00) per incident for the fair market value of the tools stolen in excess of one hundred dollars (\$100.00) provided a prompt report of the theft is made to the police.

All tools must be marked with an appropriate identifying mark as determined by the County and listed on an inventory given by the employee to the Department Head or his designee prior to the theft in order for the employee to be entitled to the reimbursement. In any event, no employee shall lose their employment solely due to the theft of tools from a County facility or vehicle.

These amendments 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

3/10/2026

Date

FOR THE SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 721


Diana Hong, Interim Coordinator

2/18/2026

Date