

**SIDE LETTER to the
2024 – 2027
MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
COUNTY OF RIVERSIDE
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721 (SEIU)**

This Side Letter is entered into 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 Section 2 Uniforms, Subsection B. Department Specific Uniforms/Equipment of ARTICLE 19 – DRESS CODES AND UNIFORMS of the 2024 – 2027 “MOU” as reflected below unless otherwise negotiated:

B. Department Specific Uniforms/Equipment

1. Fire Department Employees. The County shall provide a newly hired employee or an employee that newly enters a uniformed job classification a one-time initial voucher for uniforms not to exceed four hundred seventy-five dollars (\$475.00) per employee. Each employee must obtain written authorization through their supervisor before going to an approved vendor. The voucher will be issued from County Fire Finance the first full pay period after hire or entering the uniformed classification and upon notification of hire date from supervisor. It is the employee’s responsibility to request the initial voucher through their supervisor. Once the voucher is received, the employee will then obtain new uniform items from the contract vendor.

Additionally, the employee will receive \$25.96 each pay period (26 pay periods) for a total annual uniform allowance of approximately six hundred seventy-five dollars (\$675). The one-time initial voucher and annual allowance will be provided for each employee in the following classifications:

Supervising Fire Marshal (Job Code 37876)
Fire Communications Supervisor (Job Code 13804)
Senior Fire Communications Dispatcher (Job Code 13808)
Supervising Fire Prevention Technician (Job Code 37871)
Public Safety Information Specialist (Job Code 13825)
Senior Public Information Specialist (Job Code 74234)
Fire Safety Engineer (Job Code 37877)
Fire Safety Engineer Associate (Job Code 37885)
Fire Apparatus Fleet Supervisor (Job Code 66474)
Supervising Storekeeper (Job Code 15834)
IT Supervising Systems Administrator (Job Code 86167)
IT Systems Administrator II/III (Job Code 86164/5)
IT Communications Analyst III (Job Code 86124)
IT Supervising Communications Technician (Job Code 86135)
Public Safety CAD Admin I/II/III (Job Code 86201/2/3)
Emergency Medical Services Coordinator (Job Code 79708)
Senior Emergency Medical Services Coordinator (Job Code 79709)

Senior Media Production Specialist (Job Code 92753)
Fire Department Facilities Planner (Job Code 37881)
Building Maintenance Supervisor (Job Code 62771)
Registered Nurse V (Job Class 74052)
IT Supervising Communications Analyst (Job Code 86125)
IT Supervising Business System Analyst (Job Code 86119)
Emergency Services Program Supervisor (Job Code 74169)
Facilities Project Manager III (Job Code 76608)
Assistant Nurse Manager (Job Code 74023)
Operations and Maintenance Supervisor (Job Code 66507)
Registered Nurse III (Job Code 74044)
Supervising Emergency Medical Services Coordinator (Job Code 78704)

Each employee may decide how many garments to purchase; however, each employee is required to have the prescribed uniform items whenever reporting for duty.

Employees who are employed in one of the above listed classifications on the date this agreement is approved by the Board of Supervisors shall receive a one-time Uniform stipend in the amount of four hundred dollars (\$400.00) to be used for the purchasing/re-purchasing of approved uniform items in accordance with the revised Fire Department Policy 31500. Employees will have 60 days from the issuance date to be in compliance with the Uniform standards outlined in the revised policy.

Safety Shoes – Fire Department

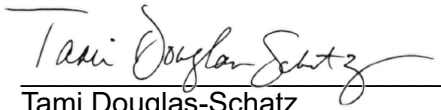
Effective July 1, 2026, the department shall reimburse employees in the following classifications a maximum of three hundred dollars (\$300) per fiscal year for the purchase of safety shoes. Protective Safety Shoe reimbursement would apply only to those employees in the following classifications who have regular duties requiring them to spend more than fifty percent (50%) of the workweek out 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.

Supervising Fire Marshal (Job Code 37876)
Fire Communications Supervisor (Job Code 13804)
Senior Fire Communications Dispatcher (Job Code 13808)
Supervising Fire Prevention Technician (Job Code 37871)
Public Safety Information Specialist (Job Code 13825)
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Operations and Maintenance Supervisor (Job Code 66507)
Registered Nurse III (Job Code 74044)
Supervising Emergency Medical Services Coordinator (Job Code 78704)

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

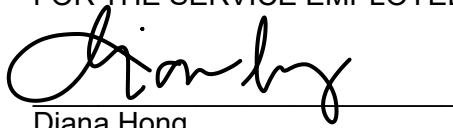
FOR THE COUNTY OF RIVERSIDE


Tami Douglas-Schatz
Human Resources Director

July 1, 2026

Date

FOR THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721


Diana Hong,
Internal Organizing Campaign Coordinator

July 1, 2026

Date