

SIDE LETTER TO THE
2020-2024
MEMORANDUM OF UNDERSTANDING ("MOU")
BETWEEN
THE COUNTY OF RIVERSIDE ("County")
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721 ("SEIU")

The parties hereto agree to amend Article 5, Workweek, Overtime and Premium Pay, Section 3, Premium Pay, of the 2020-2024 MOU between SEIU and the County as follows:

ARTICLE 5
WORKWEEK, OVERTIME AND PREMIUM PAY

Section 3. Premium Pay

Q. Peace Officer Standards and Training (P.O.S.T.) Certification

1. Senior Sheriff's 911 Communications Officers or Sheriff's Communications Supervisors

a. Employees hired prior to January 30, 2020, who possess a valid P.O.S.T. Certificate issued to them by the Commission on Peace Officer Standards and Training of the State of California, shall be compensated at the following rates:

1. Intermediate P.O.S.T. Certification – six percent (6%) higher than the base pay rate specified for the non-designated classification. The applicable pay rate for possession of the Intermediate P.O.S.T. Certificate shall be indicated by the letter "A" in the job title with an appropriate job code number.
2. Advanced P.O.S.T. Certification – eleven percent (11%) higher than the base pay rate specified for the non-designated classification. The applicable pay rate for possession of the Advanced P.O.S.T. Certificate shall be indicated by the letter "B" in the job title with an appropriate job code number.

In addition to the above, each incumbent shall receive an hourly differential for all hours actually worked as follows:

- a. Basic P.O.S.T. Certification – equal to four percent (4%) of the employee's base hourly rate of pay paid as a differential.

- b. Intermediate P.O.S.T. Certification – an additional one percent (1%) of the employee's base hourly rate of pay paid as a differential.
 - c. Advanced P.O.S.T. Certification – an additional one percent (1%) of the employee's base hourly rate of pay paid as a differential.
- b. Employees who are hired or rehired on or after January 30, 2020, shall be hired into the non-designated classifications only (i.e., Senior Sheriff's 911 Communications Officer – Job Code 13798 or Sheriff's Communications Supervisor – Job Code 13809). Employees in these non-designated classifications, who possess a valid P.O.S.T. Certificate issued to them by the Commission on Peace Officer Standards and Training of the State of California, shall receive an hourly differential for all hours actually worked as follows:
- 1. Basic P.O.S.T. Certification – equal to four percent (4%) of the employee's base hourly rate of pay paid as a differential.
 - 2. Intermediate P.O.S.T. Certification – equal to seven percent (7%) of the employee's base hourly rate of pay paid as a differential.
 - 3. Advanced P.O.S.T. Certification – equal to twelve percent (12%) of the employee's base hourly rate of pay paid as a differential.

2. Sheriff's Records/Warrants Supervisors

- a. Employees hired into the Sheriff's Records/Warrants Supervisor classification prior to January 30, 2020, who prove that they possess a valid Records Supervisor Certificate issued to them by the Commission on Peace Officer Standards and Training of the State of California shall be compensated at the rate set forth:
 - 1. Records Supervisor P.O.S.T. Certification - six percent (6%) higher than the base pay rate specified for the non-designated classification. The applicable pay rate for possession of the Records Supervisor P.O.S.T. Certificate shall be indicated by the letter "A" in the job title with an appropriate job code number.
- b. Employees hired or rehired into the Sheriff's Records/Warrants Supervisor classification on or after January 30, 2020, shall be hired into the non-designated classification only (i.e., Sheriff's

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Records/Warrants Supervisor – Job Code 13476). Employees who prove that they possess a valid Records Supervisor Certificate issued to them by the Commission on Peace Officer Standards and Training of the State of California shall be compensated for all hours actually worked as follows:

1. Records Supervisor P.O.S.T. Certification - equal to six percent (6%) of the employee's base hourly rate of pay paid as a differential.
3. There shall be no pyramiding of the hourly P.O.S.T. differentials. An employee may only receive payment for one (1) level of P.O.S.T. differential at a time based on the applicable P.O.S.T. Certification held.
4. P.O.S.T. pay shall be provided the first full pay period following the date of issue on the applicable P.O.S.T. certificate.
5. Employees whose original date of hire with the Sheriff's Department is prior to January 30, 2020, and who promote into a senior or supervisor classification, shall retain their eligibility to receive P.O.S.T. compensation under subsections Q(1)(a) and Q(2)(a) above.

R. Education Pay for Fire Call Dispatcher (FCD) Certification

1. Employees in the classification of Senior Fire Communications Dispatcher or Fire Communications Supervisor who possess valid FCD certification shall receive an hourly differential for all hours actually worked as follows:
 - a. Basic FCD Certification – equal to four percent (4%) of the employee's base hourly rate of pay paid as a differential.
 - b. Intermediate FCD Certification - equal to seven percent (7%) of the employee's base hourly rate of pay paid as a differential.
 - c. Advanced FCD Certification - equal to twelve percent (12%) of the employee's base hourly rate of pay paid as a differential.
2. There shall be no pyramiding of the hourly FCD differentials. An employee may only receive payment for one (1) level of FCD differential at a time based on the applicable FCD Certification held.
3. The pay shall be provided the first full pay period following the date of acquisition of the applicable FCD certification.
4. To remain eligible for the FCD Certification pay, the employee must maintain the applicable certification. In the event an employee does not

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recertify, the pay shall cease effective the first day of the pay period following expiration of the certification.


The parties hereto agree to amend Article 29, Compensation, Section 2, Retention Stipend and Bonuses, of the 2020-2024 MOU between SEIU and the County as it pertains to Sheriff Communications, as follows:

B.2. Sheriff Communications

Effective the start of the first full pay period following Board approval, in exchange for the P.O.S.T. pay increases contemplated above, the Sheriff's Communications series shall no longer be eligible for payments pursuant to the Board of Supervisors Policy C-26 - Hiring/Retention Bonus Program. Employees who have remaining eligibility for payments under Board of Supervisors Policy C-26 shall be granted a final payment on a pro rata basis from the last payment date at the appropriate rate for the current period and no further payments.

The terms of this Side Letter shall be incorporated into the successor MOU between the County and SEIU unless otherwise negotiated. In the event a successor MOU is not achieved, the terms of this Side Letter shall remain effective. All other terms and conditions of the MOU between the County and SEIU shall remain unchanged by this Side Letter.

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




Steven Espinoza
Assistant Human Resources Director
County of Riverside

Date 7/28/22



Steve Koffroth
Chief Negotiator
SEIU Local 721

Date 6/1/22



Wendy Thomas
Steward
SEIU Local 721

Date 06/01/2022