

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



ITEM: 3.34  
(ID # 20862)

**MEETING DATE:**

Tuesday, January 24, 2023

**FROM :** HUMAN RESOURCES AND RUHS - Medical Center :

**SUBJECT:** HUMAN RESOURCES and RUHS: Approval of the Side Letter Agreement with the Service Employees International Union, Local 721 (SEIU) Regarding the Radiology Specialty Classifications, All Districts. [Total Cost: \$31,524, ongoing cost of \$22,154, 100% Department Funds]

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Approve the Side Letter Agreement with the Service Employees International Union, Local 721 (SEIU) Regarding the Radiology Specialty Classifications.

**ACTION:Policy**

*Michael Bowers*

Michael Bowers, Assistant HR Director

12/27/2022

*Jennifer Cruikshank*

Jennifer Cruikshank, Chief Executive Officer - Health System

12/28/2022

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Perez, seconded by Supervisor Washington and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez, and Gutierrez  
Nays: None  
Absent: None  
Date: January 24, 2023  
xc: HR, RUHS

Kimberly Rector  
Clerk of the Board  
By: *Kimberly Rector*

Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
STATE OF CALIFORNIA**

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$9,372	\$22,152	\$31,524	\$ 22,154
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS: 100% Department Funds</b>			<b>Budget Adjustment:</b>	<b>No</b>
			<b>For Fiscal Year:</b>	<b>22/23</b>

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

On October 18, 2022, the Board of Supervisors approved the creation of new Radiology Specialty classifications (agenda item 3.31). Previously, the Radiologic Specialist classification encompassed all the different specialties within one class. As a result of the new classifications, a side letter is needed to ensure incumbents continue to receive the appropriate evening shift, night shift, and preceptor pay differentials in the newly created classifications. In addition, these differentials are all reportable to CalPERS, so the side letter is necessary for CalPERS reporting purposes. In addition, it was requested to add the PET/CT Technologist to be eligible to receive these same differentials similar to all the other specialties.

The County and SEIU have reached mutual agreement on this and attached is a fully executed Side Letter agreement.

**Impact on Residents and Businesses**

This agreement will have no direct impact on the residents and businesses of Riverside County.

**Attachments**

**Attachment A: SEIU Side Letter**

**Attachment B: SEIU Per Diem Unit Side Letter**

*Meghan Hahn*  
 Meghan Hahn, Principal Management Analyst 1/12/2023

SIDE LETTER TO THE

2020 - 2024

MEMORANDUM OF UNDERSTANDING (MOU)

BETWEEN

THE COUNTY OF RIVERSIDE ("County")

AND

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 721

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

B. Minimum Overtime Credit for Call-Back

Exceptions:

<ul style="list-style-type: none"><li>• Licensed Vocational Nurse</li><li>• Licensed Psychiatric Technician</li><li>• Physician Assistant I and II</li><li>• Registered Nurse I, II, and III working at any RUHS-Medical Center campus</li><li>• <del>Radiologic Specialist I and II</del></li><li>• <u>CT Technologist</u></li><li>• <u>Interventional Radiologic Technologist</u></li><li>• <u>Mammography Technologist</u></li><li>• <u>MRI Technologist</u></li><li>• <u>Nuclear Medicine Technologist</u></li><li>• <u>Ultrasound Technologist</u></li><li>• <u>PET/CT Technologist</u></li><li>• <del>Radiologic Technologist I and II</del></li><li>• Respiratory Care Practitioner I and II</li><li>• Respiratory Technician I and II</li><li>• Supervising Respiratory Care Practitioner</li><li>• Social Services Practitioner I, II and III</li><li>• Social Services Supervisor</li><li>• Surgical Technician</li></ul>	minimum credit for three (3) hours' work
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C. Shift Differentials

2. Evening Shift - General. Employees who work between the hours of 3:00 p.m. and 11:00 p.m. shall be paid an evening differential of sixty cents (\$0.60) per hour for the time actually worked between 3:00 p.m. and 11:00 p.m., with the exception that a higher shift differential rate shall be paid for the classes, and in the amount, listed below.

Exceptions:

Rate:

<p>(a) employees in the classifications of:</p> <ul style="list-style-type: none"> <li>• Assistant Chief of Respiratory Therapy</li> <li>• Cardiac Sonographer</li> <li>• Electroencephalographic Technician</li> <li>• Electroencephalographic Technician Registered</li> <li>• Interim Permit Psychiatric Technician</li> <li>• Interim Permit Vocational Nurse</li> <li>• Occupational Therapist I and II</li> <li>• Physical Therapist I and II</li> <li>• <del>Radiologic Specialist I and II</del></li> <li>• <u>CT Technologist</u></li> <li>• <u>Interventional Radiologic Technologist</u></li> <li>• <u>Mammography Technologist</u></li> <li>• <u>MRI Technologist</u></li> <li>• <u>Nuclear Medicine Technologist</u></li> <li>• <u>Ultrasound Technologist</u></li> <li>• <u>PET/CT Technologist</u></li> <li>• <del>Radiologic Technologist I and II</del></li> <li>• Radiologic Technologist Supervisor</li> <li>• Respiratory Care Practitioner I and II</li> <li>• Respiratory Technician I and II</li> <li>• Senior Radiologic Technologist</li> <li>• Supervising Respiratory Care Practitioner</li> </ul>	<p>\$1.00 per hour</p> <p>◆ For employees in these classifications the evening premium starts at 5:00 p.m.</p>
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3. Night Shift – General. Employees who work between the hours of 11:00 p.m. and 7:00 a.m. shall be paid a night differential of one dollar twenty cents (\$1.20) per hour for the time actually worked between 11:00 p.m. and 7:00 a.m., with the exception that a higher shift differential rate shall be paid for the classes, and in the amount, listed below. An employee in a Registered Nursing classification who works a night shift shall receive the night differential until 7:30 a.m. for the time actually worked until 7:30 a.m.

Exceptions:

<p>(a) employees in the classifications set out below:</p> <ul style="list-style-type: none"> <li>• Cardiac Sonographer</li> <li>• Interim Permit Psychiatric Technician</li> <li>• Interim Permit Vocational Nurse</li> <li>• Licensed Vocational Nurse I and II</li> <li>• Licensed Psychiatric Technician</li> <li>• Surgical Technicians</li> <li>• Assistant Chief of Respiratory Therapy</li> <li>• Supervising Respiratory Care Practitioner</li> <li>• Respiratory Care Practitioner I and II</li> <li>• Respiratory Technician I and II</li> <li>• Electroencephalographic Technician</li> <li>• Electroencephalographic Technician Registered</li> <li>• <del>Radiologic Specialist I and II</del></li> <li>• CT Technologist</li> </ul>	<p>\$1.55 per hour</p>
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<ul style="list-style-type: none"> <li>• <u>Interventional Radiologic Technologist</u></li> <li>• <u>Mammography Technologist</u></li> <li>• <u>MRI Technologist</u></li> <li>• <u>Nuclear Medicine Technologist</u></li> <li>• <u>Ultrasound Technologist</u></li> <li>• <u>PET/CT Technologist</u></li> <li>• <u>Radiologic Technologist I and II</u></li> <li>• <u>Radiologic Technologist Supervisor</u></li> <li>• <u>Senior Radiologic Technologist</u></li> </ul>	
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I. Correctional Facility Assignment Differential.

1. **Adult Correctional Facility Differential.** Employees in the following classifications who are assigned to an adult correctional facility shall receive additional compensation for actual hours worked at the adult correctional facility.

Classification	Robert Presley/ Southwest	Banning	Blythe/ Indio
Supervising Institutional Nurse Senior Institutional Nurse Institutional Nurse Licensed Vocational Nurse III Nurse Practitioner I, II, III Physician Assistant Physician II, III, IV Radiologic Technologist I and II Sr. Radiologic Technologist Supervising Radiologic Technologist	\$1/hour	\$2/hour	\$4/hour

J. Preceptor.

(a) working for RUHS – Medical Center or Correctional Health Services: <ul style="list-style-type: none"> <li>• Registered Nurse II and III*</li> </ul>	\$5.00 per hour
(b) working at RUHS Operating Room: <ul style="list-style-type: none"> <li>• Licensed Vocational Nurse II and III*</li> <li>• Surgical Technician</li> </ul>	\$1.00 per hour
(c) working at RUHS – Medical Center and Correctional Health Services): <ul style="list-style-type: none"> <li>• <u>Radiologic Specialist II</u></li> <li>• <u>CT Technologist</u></li> <li>• <u>Interventional Radiologic Technologist</u></li> <li>• <u>Mammography Technologist</u></li> <li>• <u>MRI Technologist</u></li> <li>• <u>Nuclear Medicine Technologist</u></li> <li>• <u>Ultrasound Technologist</u></li> <li>• <u>PET/CT Technologist</u></li> <li>• <u>Radiologic Technician II</u></li> </ul>	\$1.00 per hour

<ul style="list-style-type: none"> <li>• Respiratory Care Practitioner I and II</li> <li>• Senior Radiologic Technician</li> <li>• Institutional Nurse</li> <li>• Sr. Institutional Nurse</li> <li>• Pharmacist</li> <li>• Sr. Pharmacist</li> <li>• Occupational Therapist I and II</li> <li>• Physical Therapist I and II</li> <li>• Speech Language Pathologist</li> <li>• Clinical Lab Scientist</li> <li>• Sr. Clinical Lab Scientist</li> </ul>	
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The terms of this side letter shall be incorporated into the final MOU between the parties. All other terms and conditions of the MOU between the County and SEIU remain unchanged by this side letter.

The terms of this side letter shall become effective the first full pay period following approval by the Board of Supervisors.

Steven Espinoza 1/12/23  
 Steven Espinoza Date  
 Assistant Human Resources Director  
 County of Riverside

Eloy Alvarez 1/10/23  
 Eloy Alvarez Date  
 Inland Regional Director  
 SEIU Local 721



SIDE LETTER TO THE  
2020 - 2024  
MEMORANDUM OF UNDERSTANDING (MOU)  
BETWEEN  
THE COUNTY OF RIVERSIDE ("County")

AND

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 721, PER DIEM UNIT

The parties hereto agree to amend Article 6, Workweek, Overtime and Premium Pay, Section 3, Premium Pay of the MOU between SEIU and the County of Riverside as follows:

C. Shift Differentials

2. Evening Shift - General. Employees who work between the hours of 6:00 p.m. and 11:00 p.m. shall be paid an evening differential of sixty cents (\$0.60) per hour for the time actually worked between 6:00 p.m. and 11:00 p.m., with the exception that a higher shift differential rate shall be paid for the classes, and in the amount, listed below.

Note: RUHS shall mean the Riverside University Health System that includes the Medical Center [includes the Hospital, Inpatient Treatment Facility ("ITF") and the Emergency Treatment Services Facility ("ETS")], Public Health, Behavioral Health, Correctional Health Services (CHS), and Care Clinics [includes all clinics located within the Hospital and at other community locations].

Exceptions:	Rate:
(a) Employees in the Per Diem classifications of: <ul style="list-style-type: none"> <li>• Cardiac Sonographer</li> <li>• Electroencephalographic Technician</li> <li>• Electroencephalographic Technician Registered</li> <li>• Occupational Therapist I and II</li> <li>• Physical Therapist I and II</li> <li>• <u>Radiologic Specialist</u></li> <li>• <u>CT Technologist</u></li> <li>• <u>Interventional Radiologic Technologist</u></li> <li>• <u>Mammography Technologist</u></li> <li>• <u>MRI Technologist</u></li> <li>• <u>Nuclear Medicine Technologist</u></li> <li>• <u>Ultrasound Technologist</u></li> <li>• Radiologic Technologist</li> <li>• Respiratory Care Practitioner I and II Registered ♦</li> <li>• Respiratory Technician ♦</li> </ul>	\$1.00 per hour  ♦ For employees in these classifications the evening premium starts at 5:00 P.M.

3. Night Shift – General. Employees who work between the hours of 11:00 p.m. and 7:00 a.m. shall be paid a night differential of one dollar twenty cents (\$1.20) per hour for the time actually worked between 11:00 p.m. and 7:00 a.m., with the exception that a higher shift differential rate shall be paid for the classes, and in the amount, listed below.

Note: RUHS shall mean the Riverside University Health System that includes the Medical Center [includes the Hospital, Inpatient Treatment Facility (“ITF”) and the Emergency Treatment Services Facility (“ETS”)], Public Health, Behavioral Health, Correctional Health Services (CHS), and Care Clinics [includes all clinics located within the Hospital and at other community locations].

Exceptions:	Rate:
(a) Employees in the Per Diem classifications set out below: <ul style="list-style-type: none"> <li>• Cardiac Sonographer</li> <li>• Licensed Vocational Nurse I, II</li> <li>• Licensed Psychiatric Technician</li> <li>• Surgical Technician</li> <li>• Respiratory Care Practitioner I and II Registered</li> <li>• Respiratory Technician</li> <li>• <del>Radiologic Specialist</del></li> <li>• <u>CT Technologist</u></li> <li>• <u>Interventional Radiologic Technologist</u></li> <li>• <u>Mammography Technologist</u></li> <li>• <u>MRI Technologist</u></li> <li>• <u>Nuclear Medicine Technologist</u></li> <li>• <u>Ultrasound Technologist</u></li> <li>• Radiologic Technologist</li> <li>• Electroencephalographic Technician</li> <li>• Electroencephalographic Technician Registered</li> </ul>	\$1.55 per hour

E. Special Assignments.

5. Training/Preceptor.

(a) working for an RUHS campus: <ul style="list-style-type: none"> <li>• Registered Nurse I, II, III, IV, V*</li> </ul>	\$5.00 per hour
(b) working at RUHS Operating Room: <ul style="list-style-type: none"> <li>• Licensed Vocational Nurse I and II†</li> <li>• Surgical Technician</li> </ul>	\$1.00 per hour



<p>(c) working at RUHS - MC:</p> <ul style="list-style-type: none"> <li>• <u>Radiologic Specialist I and II</u></li> <li>• <u>CT Technologist</u></li> <li>• <u>Interventional Radiologic Technologist</u></li> <li>• <u>Mammography Technologist</u></li> <li>• <u>MRI Technologist</u></li> <li>• <u>Nuclear Medicine Technologist</u></li> <li>• <u>Ultrasound Technologist</u></li> <li>• <u>Respiratory Care Practitioner II Registered</u></li> </ul>	<p>\$1.00 per hour</p>
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The terms of this side letter shall be incorporated into the final MOU between the parties. In addition, the added classifications above will be incorporated to Appendix A of the MOU with their respective rates. All other terms and conditions of the MOU between the County and SEIU remain unchanged by this side letter.

The terms of this side letter shall become effective the first full pay period following approval by the Board of Supervisors.

Steven Espinoza      1/12/2023  
 Steven Espinoza                      Date  
 Assistant Human Resources Director  
 County of Riverside

Eloy Alvarez      1/10/23  
 Eloy Alvarez                      Date  
 Inland Regional Director  
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