

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



ITEM: 3.11  
(ID # 24378)

**MEETING DATE:**  
Tuesday, March 19, 2024

**FROM :** HUMAN RESOURCES:

**SUBJECT:** HUMAN RESOURCES: Approval of the Side Letter Agreement with the Service Employees International Union, Local 721 (SEIU) regarding various Market Equity and Start Rate Adjustments, and amend Ordinance No. 440 Pursuant to Resolution No. 440-9415, All Districts. [Total Cost \$1,636,028, with an ongoing cost of \$1,251,080 - 100% Department Budget]

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

1. Approve the Side Letter Agreement with the Service Employees International Union, Local 721 (SEIU) Regarding Market Equity and Start Rate Adjustments.
2. Amend Ordinance No. 440 Pursuant to Resolution No. 440-9415.

**ACTION:**Policy

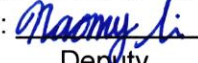
  
Sarah Franco, Assistant County Executive Officer 3/6/2024

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Spiegel, seconded by Supervisor Gutierrez and duly carried, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington and Gutierrez  
Nays: None  
Absent: Perez  
Date: March 19, 2024  
xc: H.R.

Kimberly A. Rector  
Clerk of the Board  
By:   
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
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<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>	\$384,948	\$1,251,080	\$1,636,028	\$1,251,080
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS:</b> Department Budget			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 24/25</b>	

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

**BACKGROUND:**

**Summary**

On February 26, 2024, the County of Riverside and Service Employees International Union, Local 721 (SEIU) entered into a Side Letter agreement recommending Market Equity and Start Rate adjustments for various SEIU represented classifications. The recommended increases have been on hold pending negotiations on a successor Memorandum of Understanding (MOU). The Parties have agreed to proceed with the recommended adjustments as outlined within.

Full details of the impacted classifications can be found in the attached Side Letter.

**Additional Fiscal Information**

The total cost is based on increases to adjust those incumbents earning below the new minimum rate of their salary range up to the new minimum. This cost is \$384,948 for the remainder of the fiscal year 23/24 and \$1,251,080 for fiscal year 24/25. This includes the cost of benefits.

<b>Dept ID</b>	<b>Department Title</b>	<b>Current FY</b>	<b>Next FY</b>
120	ASSESSOR-CLERK RECORDER	\$4,268	\$13,870
130	AUDITOR - CONTROLLER	\$0	\$0
140	TREASURER - TAX COLLECTOR	\$1,762	\$5,726
170	REGISTRAR OF VOTERS	\$4,373	\$14,212
190	ECONOMIC DEVELOPMENT AGENCY	\$0	\$0
191	TLMA - AVIATION	\$0	\$0
200	EMERGENCY MANAGEMENT DEPT	\$1,762	\$5,726
220	DISTRICT ATTORNEY	\$1,768	\$5,746
230	CHILD SUPPORT SERVICES	\$0	\$0
240	PUBLIC DEFENDER	\$0	\$0
250	RIVERSIDE COUNTY SHERIFF	\$2,628	\$8,541
260	PROBATION	\$701	\$2,277
270	FIRE PROTECTION	\$1,522	\$4,946
280	AGRICULTURAL COMMISSIONER	\$0	\$0
310	TLMA AGENCY	\$693	\$2,253
311	BUILDING AND SAFETY	\$657	\$2,135
312	PLANNING	\$0	\$0
313	TRANSPORTATION	\$23,656	\$76,881
314	CODE ENFORCEMENT	\$0	\$0
410	BEHAVIORAL HEALTH	\$27,894	\$90,655

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420	DEPARTMENT OF HEALTH	\$4,467	\$14,518
430	RUHS MEDICAL CENTER	\$2,874	\$9,341
450	WASTE RESOURCES	\$33,349	\$108,384
510	DEPT OF PUBLIC SOCIAL SERVICES	\$259,047	\$841,902
530	OFFICE ON AGING	\$664	\$2,159
540	VETERANS SERVICES	\$6,273	\$20,388
550	HWS	\$36	\$117
560	HOUSING AUTHORITY	\$0	\$0
720	FACILITIES MANAGEMENT	\$0	\$0
730	PURCHASING	\$0	\$0
740	INFORMATION TECHNOLOGY	\$4,128	\$13,417
931	REG PARKS & OPEN-SPACE DIST	\$0	\$0
938	RCC - Agency	\$0	\$0
947	FLOOD CONTROL	\$0	\$0
985	STAFFING ONE STOP	\$2,426	\$7,885
	<b>Total:</b>	\$384,948	\$1,251,080

Attachment 1: COR/SEIU Side Letter re Market Equity and Start Rate Adjustments  
Attachment 2: Resolution Number 440-9415

## SIDE LETTER OF AGREEMENT

BETWEEN

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 Employees' International Union, Local 721 ("SEIU") (collectively "Parties") is entered into with respect to the following:

**WHEREAS**, the Parties wish to move forward on pending market and equity adjustments in addition to start rates; and

**WHEREAS**, the following sets forth the Parties' Agreement:

1. The parties agree to the following market adjustments:

Classification	Current Min	Current Max	Proposed Min	Proposed Max
Administrative Services Analyst I	\$ 54,158.00	\$ 71,275.00	\$ 54,239.00	\$ 71,953.00
Administrative Services Analyst I - Parks	\$ 54,158.00	\$ 71,953.00	\$ 54,239.00	\$ 71,953.00
Administrative Services Analyst II	\$ 61,912.00	\$ 83,949.00	\$ 65,861.00	\$ 87,423.00
Administrative Services Analyst II - Parks	\$ 61,896.00	\$ 81,629.00	\$ 65,861.00	\$ 87,423.00
Administrative Services Assistant - Parks	\$ 45,468.00	\$ 62,034.00	\$ 48,630.00	\$ 62,034.00
Administrative Services Supervisor	\$ 66,258.00	\$ 92,650.00	\$ 72,319.00	\$ 98,976.00
Administrative Services Supervisor - Parks	\$ 66,258.00	\$ 93,349.00	\$ 72,319.00	\$ 98,976.00
Assistant District RM Supervisor	\$ 62,526.00	\$ 86,670.00	\$ 78,021.00	\$ 102,026.00
Assistant Regional Flood Control Maintenance Supervisor	\$ 56,236.00	\$ 88,057.00	\$ 78,021.00	\$ 102,026.00
Commercial and HR Training Officer	\$ 66,830.00	\$ 82,468.00	\$ 73,826.00	\$ 88,962.00
Dentist	\$ 135,009.23	\$ 193,738.00	\$ 146,258.57	\$ 204,762.23
District Road Maintenance Supervisor	\$ 56,021.00	\$ 91,435.00	\$ 84,236.00	\$ 110,188.00
Elections Analyst	\$ 62,465.00	\$ 79,483.00	\$ 68,712.00	\$ 87,432.00
Elections Coordinator - Operations	\$ 43,389.00	\$ 66,657.00	\$ 47,728.00	\$ 73,323.00
Elections Coordinator - Services	\$ 59,238.00	\$ 69,036.00	\$ 65,162.00	\$ 75,939.00
Elections Coordinator - Technical *	\$ 64,536.00	\$ 66,149.00	\$ 70,990.00	\$ 72,764.00
Elections Technician Supervisor - Operations *	\$ 37,419.00	\$ 57,859.00	\$ 41,160.00	\$ 63,645.00
Elections Technician Supervisor *	\$ 35,788.00	\$ 55,301.00	\$ 39,367.00	\$ 60,831.00
Eligibility Supervisor	\$ 53,414.00	\$ 70,029.00	\$ 54,315.00	\$ 72,578.00
Employment Services Counselor I	\$ 43,652.00	\$ 61,640.00	\$ 50,428.00	\$ 67,000.00
Employment Services Counselor II	\$ 46,184.00	\$ 70,695.00	\$ 57,900.00	\$ 73,304.00
Fire Apparatus Fleet Supervisor	\$ 76,211.00	\$ 91,556.00	\$ 82,646.00	\$ 103,334.00

Flood Control Contracts Analyst I	\$ 61,896.00	\$ 80,928.00	\$ 65,861.00	\$ 87,423.00
Flood Control Contracts Analyst II	\$ 66,400.00	\$ 86,786.00	\$ 67,253.00	\$ 91,875.00
House Manager	\$ 67,580.00	\$ 69,270.00	\$ 57,021.00	\$ 79,829.00
IT Applications Developer I	\$ 56,743.00	\$ 68,655.00	\$ 71,261.00	\$ 95,087.00
IT Applications Developer II	\$ 79,919.00	\$ 96,699.00	\$ 85,810.00	\$ 111,567.00
IT Applications Developer III	\$ 90,073.00	\$ 119,905.00	\$ 96,150.00	\$ 129,131.00
IT Business Systems Analyst I	\$ 54,877.00	\$ 69,857.00	\$ 67,017.00	\$ 90,783.00
IT Business Systems Analyst II	\$ 77,291.00	\$ 98,390.00	\$ 82,377.00	\$ 111,472.00
IT Business Systems Analyst III	\$ 95,841.00	\$ 122,003.00	\$ 95,994.00	\$ 134,301.00
IT Supervising Applications Developer	\$ 96,581.00	\$ 139,092.00	\$ 107,453.00	\$ 145,043.00
IT Supervising Business Systems Analyst	\$ 89,601.00	\$ 141,524.00	\$ 101,274.00	\$ 141,687.00
Laundry Supervisor	\$ 42,360.00	\$ 49,932.00	\$ 44,297.00	\$ 57,810.00
Licensed Psychiatric Technician	\$ 46,130.24	\$ 54,873.73	\$ 55,263.73	\$ 81,002.06
Lieutenant of Field Services	\$ 52,311.00	\$ 81,820.00	\$ 57,637.00	\$ 81,820.00
Occupational Therapy Assistant	\$ 49,643.00	\$ 82,941.00	\$ 53,716.27	\$ 87,557.33
Operations and Maintenance Superintendent	\$ 83,725.00	\$ 103,239.00	\$ 91,004.00	\$ 119,003.00
Operations and Maintenance Supervisor	\$ 55,424.00	\$ 83,965.00	\$ 78,021.00	\$ 102,026.00
Physical Therapist Assistant	\$ 51,314.00	\$ 82,941.00	\$ 59,665.48	\$ 94,088.12
Principal Engineering Technician	\$ 77,559.00	\$ 122,669.00	\$ 78,295.00	\$ 125,191.00
Principal Engineering Technician - PLS	\$ 81,825.00	\$ 129,427.00	\$ 82,601.00	\$ 132,076.00
Regional Flood Control Maintenance Supervisor	\$ 59,327.00	\$ 95,429.00	\$ 84,263.00	\$ 110,188.00
Senior Administrative Services Analyst	\$ 66,400.00	\$ 87,809.00	\$ 66,580.00	\$ 90,930.00
Senior Correctional Cook	\$ 45,539.00	\$ 74,282.00	\$ 48,134.00	\$ 74,282.00
Senior Employment Services Counselor	\$ 55,255.00	\$ 74,575.00	\$ 61,084.00	\$ 79,321.00
Senior Media Production Specialist	\$ 67,347.00	\$ 77,825.00	\$ 67,347.00	\$ 93,426.00
Senior Training Officer	\$ 66,830.00	\$ 82,468.00	\$ 67,220.00	\$ 91,368.00
Senior VSR	\$ 55,292.00	\$ 76,627.00	\$ 60,648.80	\$ 77,945.46
Supervising ACR Technician	\$ 51,820.00	\$ 72,522.00	\$ 56,060.00	\$ 73,805.00
Supervising Employment Services Counselor	\$ 58,416.00	\$ 82,900.00	\$ 64,444.00	\$ 84,277.00
Supervising Flood Control Contract Analyst	\$ 68,049.00	\$ 104,981.00	\$ 88,135.00	\$ 117,286.00
Supv Agricultural & Standards Investigator	\$ 69,243.00	\$ 96,854.00	\$ 76,663.00	\$ 96,854.00
Supv Animal Services Counselor	\$ 47,287.00	\$ 74,418.00	\$ 55,292.00	\$ 74,758.00
Training Officer	\$ 62,496.00	\$ 73,778.00	\$ 63,716.00	\$ 86,605.00
Veterans Services Representative I	\$ 38,889.00	\$ 54,310.00	\$ 43,771.89	\$ 58,838.59
Veterans Services Representative II	\$ 47,050.00	\$ 65,927.00	\$ 51,536.75	\$ 68,238.80
Waste Management Operations Superintendent	\$ 78,347.00	\$ 100,345.00	\$ 84,263.00	\$ 110,188.00
Waste Management Projects Supervisor	\$ 75,107.00	\$ 96,041.00	\$ 81,022.00	\$ 105,950.00

Any incumbent who is below the proposed minimum will be brought up to the rate of the proposed minimum.

The effective date of the market adjustments will be the first day of the first full pay period following Board of Supervisors approval.


2. The parties are in agreement the County may implement all equity adjustments that have been sent to SEIU from December 7, 2023 thru the last date signed by all parties of this side letter. The effective date of the equity adjustments will be the first full pay period following signature by all parties.

3. The parties agree to the following start rates:

Clinical Laboratory Scientist I - \$45.58  
Clinical Laboratory Scientist II - \$50.00  
Clinical Laboratory Scientist, QC - \$65.17


Any incumbent who is below the proposed start rate will be brought up to the rate of the proposed minimum.

FOR THE COUNTY OF RIVERSIDE

  
\_\_\_\_\_  
Steven Espinoza  
Assistant Human Resources Director

2/26/24  
\_\_\_\_\_  
Date

FOR THE SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 721

  
\_\_\_\_\_  
Eloy Alvarez  
Regional Director  
SEIU Local 721

2/23/24  
\_\_\_\_\_  
Date

RESOLUTION NO. 440-9415

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on March 19, 2024, that pursuant to Section 8(c) of Ordinance No. 440, the Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative at the beginning of the pay period following the date of approval, as follows:

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
74105	Administrative Services Analyst I	SEU 193	SEU 198
85051	Administrative Services Analyst I - Parks	PKG 244	PKG 245
74106	Administrative Services Analyst II	SEU 321	SEU 405
85052	Administrative Services Analyst II - Parks	PKG 287	PKG 292
85003	Administrative Services Assistant - Parks	EPKG 151	EPKG 159
74199	Administrative Services Supervisor	SEUS 553	SEUS 647
85046	Administrative Services Supervisor – Parks	PKS 164	PKS 189
66561	Assistant District Road Maintenance Supervisor	SEUS 499	SEUS 721
66508	Assistant Regional Flood Control Maintenance Supervisor	SEUS 392	SEUS 721
74999	Commercial & Heavy Equipment Training Officer	SEUS 567	SEUS 654
73877	Dentist	SEU 926	SEU 939
66509	District Road Maintenance Supervisor	SEUS 380	SEUS 819
13007	Elections Analyst	SEUS 487	SEUS 596
62305	Elections Coordinator – Operations	SEUS 192	SEUS 256
13001	Elections Coordinator – Services	SEUS 432	SEUS 532
92750	Elections Coordinator – Technical	SEUS 511	SEUS 634
13003	Elections Technician Supervisor	SEUS 108	SEUS 140
62401	Elections Technician Supervisor - Operations	SEUS 121	SEUS 147
13604	Eligibility Supervisor	SEUS 339	SEUS 351
79892	Employment Services Counselor I	SEU 122	SEU 173

	<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
1				
2	79891	Employment Services Counselor II	SEU 135	SEU 228
3	66474	Fire Apparatus Fleet Supervisor	SEUS 687	SEUS 797
4	76479	Flood Control Contracts Analyst I	SEU 316	SEU 405
5	76480	Flood Control Contracts Analyst II	SEU 411	SEU 443
6	54480	House Manager	SEUS 581	SEUS 403
7	86100	IT Applications Developer I	ESEU 260	ESEU 335
8	86101	IT Applications Developer II	SEU 699	SEU 780
9	86103	IT Applications Developer III	SEU 823	SEU 849
10	86113	IT Business Systems Analyst I	ESEU 235	ESEU 323
11	86115	IT Business Systems Analyst II	SEU 656	SEU 721
12	86117	IT Business Systems Analyst III	SEU 842	SEU 847
13	86105	IT Supervising Applications Developer	SEUS 918	SEUS 952
14	86119	IT Supervising Business Systems Analyst	SEUS 866	SEUS 933
15	54614	Laundry Supervisor	SEUS 165	SEUS 209
16	57741	Licensed Psychiatric Technician	SEU9 185	SEU9 326
17	73517	Lieutenant of Field Services	SEUS 323	SEUS 413
18	57773	Occupational Therapy Assistant	SEU9 220	SEU9 304
19	66531	Operations & Maintenance Superintendent	SEUS 815	SEUS 882
20	66507	Operations & Maintenance Supervisor	SEUS 369	SEUS 721
21	57770	Physical Therapist Assistant	SEU9 249	SEU9 355
22	97434	Principal Engineering Technician	SEUS 712	SEUS 725
23	97438	Principal Engineering Technician – PLS/PE	SEUS 781	SEUS 796
24	66505	Regional Flood Control Maintenance Supervisor	SEUS 435	SEUS 820
25	77623	Senior Administrative Services Analyst	SEU 414	SEU 423
26	54421	Senior Correctional Cook	SEUS 232	SEUS 258
27	79802	Senior Employment Services Counselor	SEU 204	SEU 295
28	92753	Senior Media Production Specialist	SEU 461	SEU 459



	<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
2	79882	Senior Training Officer	SEUS 567	SEUS 573
3	79913	Senior Veterans Services Representative	SEUS 365	SEUS 456
4	78710	Supervising Agricultural & Standards Investigator	SEUS 597	SEUS 708
5	73520	Supervising Animal Services Counselor	SEUS 247	SEUS 364
6	15310	Supervising Assessor-Clerk-Recorder Technician	SEUS 304	SEUS 381
7	79890	Supervising Employment Services Counselor	SEUS 423	SEUS 509
8	76482	Supervising Flood Control Contracts Analyst	SEUS 595	SEUS 846
9	79881	Training Officer	SEUS 491	SEUS 505
10	79911	Veterans Services Representative I	ESEU 127	ESEU 150
11	79912	Veterans Services Representative II	SEU9 210	SEU9 259
12	66577	Waste Management Operations Superintendent	SEUS 727	SEUS 820
13	66578	Waste Management Projects Supervisor	SEUS 666	SEUS 774

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