

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



**ITEM: 3.12**  
(ID # 27391)

**MEETING DATE:**  
Tuesday, April 08, 2025

**FROM :** HUMAN RESOURCES

**SUBJECT:** HUMAN RESOURCES: Approval of a Side Letter Agreement with the Service Employees' International Union, Local 721 (SEIU) to include Residential Care classifications at Harmony Haven to the list of classifications that receive special holiday pay. [Total Cost - \$0, Ongoing Cost \$0 – 100% Departmental Budget]

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

1. Approve the Side Letter Agreement with the Service Employees' International Union, Local 721 (SEIU) to add Residential Care classifications at Harmony Haven to the list of classifications that receive special holiday pay.

**ACTION:**Policy

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**MINUTES OF THE BOARD OF SUPERVISORS**

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

Ayes: Medina, Spiegel, Washington, Perez and Gutierrez  
Nays: None  
Absent: None  
Date: April 8, 2025  
xc: HR

Kimberly A. Rector  
Clerk of the Board

By:   
Deputy

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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>	\$0	\$0	\$0	\$0
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS: 100% Department Budget</b>			<b>Budget Adjustment:</b>	No
			<b>For Fiscal Year:</b>	24/25

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

**BACKGROUND:**

**Summary**

The Department of Public Social Services (DPSS) is requesting to add the Residential Care classifications at Harmony Haven to the list of eligible classifications that receive special holiday pay for time worked on a County observed holiday.

The Memorandum of Understanding (MOU) with SEIU currently provides for the following classifications in Children's Services to receive double time pay on a holiday: Social Services Practitioner; Social Services Supervisor and Social Services Assistant. Residential Care classifications were recently created for Harmony Haven, and employees were reclassified from the Social Services Assistant to the Residential Care Worker, from the Social Services Practitioner to the Residential Care Social Worker, and from the Social Services Supervisor to the Residential Care Supervisor classifications. Accordingly, DPSS would like to ensure the holiday pay remains available to incentivize employees in the Residential Care classifications when they are called back to work on a holiday since Harmony Haven is a 24/7 operation.

The County and SEIU have reached a tentative agreement via Side Letter, subject to the Board's approval, to add the identified Residential Care classifications to the holiday pay provision in the MOU. Full details of the Side Letter agreement can be found in the attachment.

**Impact on Residents and Businesses**

While there is no immediate impact on residents and businesses as a result of this side letter, approving the Holiday Pay for Residential Care classifications will incentivize staff to be available during County observed holidays and allow the County to provide quality care and supervision to the children and youth at Harmony Haven.

**Additional Fiscal Information**

The Department of Public Social Services has already contemplated this holiday pay provision in their current budget for the employees who will be impacted, as they were previously in classifications eligible for the holiday pay incentive and are now being reclassified to the newly created classifications at Harmony Haven.

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**ATTACHMENTS:**

**ATTACHMENT A.** Fully Executed Side Letter between the County of Riverside and the Service Employees' International Union, Local 721.

SIDE LETTER OF AGREEMENT  
BETWEEN  
COUNTY OF RIVERSIDE

AND

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721 (SEIU)

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:

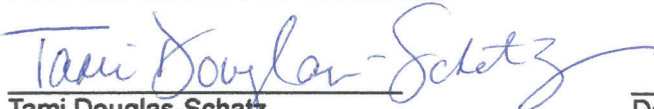
The Parties agree to amend Section 6 of Article 10 – HOLIDAYS of the 2024 – 2027 Memorandum of Understanding ("MOU") as reflected below:

Section 6. Double Time for the Holidays

Double Time for Holidays. Any Social Services Practitioner (assigned to Children's Services), Social Services Supervisor (assigned to Children's Services), Social Services Assistant, Residential Care Worker (assigned to Harmony Haven), Residential Care Social Worker (assigned to Harmony Haven), and Residential Care Supervisor (assigned to Harmony Haven) who is in on-call status on a holiday, as defined in the MOU between the parties, and who is called in to work on such holiday shall be paid two times (2X) their base hourly rate of pay for all hours worked on that holiday irrespective of whether such hours worked would be considered overtime under any other provision of the MOU.

This amendment will be effective the first 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

Date

3/13/2025

FOR THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721



Diana Hong – Interim Coordinator

Date

3/6/2025