

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



ITEM: 3.13  
(ID # 27435)

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

**FROM :** HUMAN RESOURCES

**SUBJECT:** HUMAN RESOURCES: Approval of the Side Letter Agreements with the Service Employees International Union, Local 721 (SEIU) and the Laborers' International Union of North America, Local 777 (LIUNA) to add a premium pay to employees who are asked to operate a drone as part of their job duties. [Total Cost - \$20,172, Ongoing Cost \$16,137 – 100% Departmental Budgets]

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

1. Approve the Side Letter Agreement with the Service Employees International Union, Local 721 to add a new Premium Pay for employees who pilot a drone.
2. Approve the Side Letter Agreement with the Laborers' International Union of North America, Local 777 to add a new Premium Pay for employees who pilot a drone.

**ACTION:**Policy

*Tami Douglas-Schatz*  
Tami Douglas-Schatz, Director of Human Resources 3/24/2025

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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: *[Signature]*  
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>	\$ 4,035	\$ 16,137	\$ 20,172	\$ 16,137
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS:</b> 100% Department Budgets			<b>Budget Adjustment:</b> No	
			<b>For Fiscal Year:</b> 24/25	

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

**BACKGROUND:**

**Summary**

Multiple departments within the Public Works portfolio, as well as the Sheriff's Department, have requested a premium pay of one dollar and fifty cents (\$1.50) per hour to be paid to employees for time spent piloting a drone and/or performing support activities related to this duty. Support activities include obtaining waiver approval, setting aerial targets, establishing flight control, post processing of data, performance of map checks, maintaining a flight log, maintenance of drone equipment and charging batteries, flight coordination, addressing safety protocols and data management.

To pilot a drone, employees must be certified by the Federal Aviation Administration (FAA), and the certification must be renewed every two years. The Department will cover the cost of the Remote Pilot Certificate and any recertification (currently there is no cost for recertification); but only for as long as the Department has a need for the employee to maintain the certification. Only employees in eligible classifications and departments who are assigned by their manager and/or supervisor will be eligible for the premium pay. The impacted departments are the Department of Animal Services, Code Enforcement, Flood Control, Parks District, Sheriff's Department, and Transportation.

The County has reached tentative agreements via Side Letter with both LIUNA and SEIU, subject to Board's approval, to add the Drone Pilot premium pay to the Premium Pay provision in the respective MOUs. Full details of the Side Letter Agreements can be found in the attachments.

**Impact on Residents and Businesses**

While there is no immediate impact on residents and businesses as a result of this side letter, approving the Drone Pilot premium pay will ensure County employees are compensated for this additional duty that helps to create efficiencies within the impacted departments, which in turn, provides for better service delivery to residents and businesses.

**Additional Fiscal Information**

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

The impacted Departments are able to absorb the cost of the premium pay within their current budgets.

**ATTACHMENTS:**

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

**ATTACHMENT B.** Fully Executed Side Letter between the County of Riverside and the Laborers' International Union of North America, Local 777

## **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:

The Parties agree to amend Article 5, Workweek, Overtime and Premium Pay, Section 3, Premium Pay of the 2024 - 2027 Memorandum of Understanding ("MOU") to add subsection DD Drone Pilot Premium Pay as follows:

### Article 5

#### WORKWEEK, OVERTIME AND PREMIUM PAY

##### Section 2. Premium Pay

##### DD. Drone Pilot Premium Pay

Employees in eligible classifications and departments, identified below, shall be eligible for a premium of one dollar and fifty cents (\$1.50) per hour for hours worked piloting a Drone as assigned by their manager and/or supervisor. Duties include pre-flight, during-flight, and post-flight operations including:

- Obtaining waiver approval
- Setting aerial targets
- Establishing Control
- Post processing of data
- Performance of map checks
- Flight log
- Maintenance of equipment and charging batteries
- Flight Coordination
- Addressing safety protocols

To be eligible for the premium, the Department must have a need for, and employees must possess a Remote Pilot Certificate from the Federal Aviation Administration (FAA) and be assigned to a classification/department listed below. The Department will cover the cost of the Remote Pilot Certificate and any

requested recertification, but only for as long as the Department has a need for the employee to maintain the certification. The Department will determine, at its discretion, whether and employee's job duties require them to operate the drone, and accordingly, whether it will continue to fund the certification and its maintenance.

Department of Animal Services

Lieutenant of Field Services (73517)

Code Enforcement

Supv Code Enforcement Officer (33250)

Supv Code Enforcement Officer (D) (33244)

Flood Control/Survey and Mapping Division

Supervising Land Survey (76403)

Principal Engineering Technician PLS/PE (97438)

Principal Engineering Technician (97434)

Transportation/Survey Division

Supervising Land Surveyor (76403)

Sr Land Surveyor (76484)

Sr Surveyor (76483)

Principal Engineering Technician PLS/PE (97438)

Principal Engineering Technician (97434)

Parks and Open Space District

Natural Resources Specialist – Parks (85040)

Park Maintenance Worker – Parks (85027)

Park Maintenance Supervisor - Parks (85026)

Park Ranger I (85043)

Park Ranger II (85029)

Sr Park Ranger (85041)

Park Ranger Supervisor – Parks (85030)

Public Information Specialist – Parks (85096)

Park Graphic Arts Illustrator – Parks (85071)

Sheriff's Department

Supv Forensic Technician (37532)

Media Production Specialist (92752)

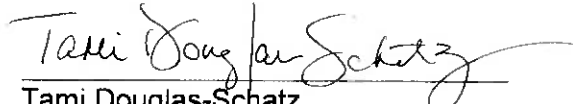
Radio Communications Engineer I (76431)

Radio Communications Engineer II (76429)

IT Systems Administrator III (86165)

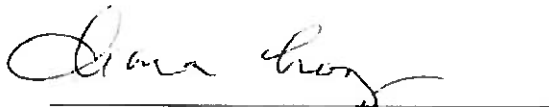
The effective date of the change shall be the first full pay period after execution by both parties and approval by the Board of Supervisors.

FOR THE COUNTY OF RIVERSIDE

  
Tami Douglas-Schatz,  
Human Resources Director

3/4/2025  
Date

FOR THE SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 721

  
Diana Hong  
SEIU Local 721  
Interim Coordinator

2/27/2025  
Date

## **SIDE LETTER OF AGREEMENT**

**BETWEEN**

**COUNTY OF RIVERSIDE**

**AND**

**THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777**

This Side Letter of Agreement ("Agreement") between the County of Riverside ("County") and the Laborers' International Union of North America, Local 777 ("LIUNA") (collectively "Parties") is entered into with respect to the following:

The Parties agree to amend Article IV, Pay Period, Workweek, Overtime and Premium Pay, Section 6, Premium Pay of the 2024 - 2027 Memorandum of Understanding ("MOU") to add subsection R Drone Pilot Premium Pay as follows:

### Article IV

### PAY PERIOD, WORKWEEK, OVERTIME AND PREMIUM PAY

#### Section 6. Premium Pay

#### R. Drone Pilot Premium Pay

Employees in eligible classifications and departments, identified below, shall be eligible for a premium of one dollar and fifty cents (\$1.50) per hour for hours worked piloting a Drone as assigned by their manager and/or supervisor. Duties include pre-flight, during-flight, and post-flight operations including:

- Obtaining waiver approval
- Setting aerial targets
- Establishing Control
- Post processing of data
- Performance of map checks
- Flight log
- Maintenance of equipment and charging batteries
- Flight Coordination
- Addressing safety protocols

To be eligible for the premium, the Department must have a need for, and employees must possess a Remote Pilot Certificate from the Federal Aviation Administration (FAA) and be assigned to a classification/department listed below. The Department will cover the cost of the Remote Pilot Certificate and any requested recertification, but only for as long as the Department has a need for the employee to maintain the certification. The Department will determine, at its

discretion, whether and employee's job duties require them to operate the drone, and accordingly, whether it will continue to fund the certification and its maintenance.

Department of Animal Services

Animal Control & License Officer II (73510)  
Sergeant of Field Services (73515)

Code Enforcement

Code Enforcement Officer I (33241)  
Code Enforcement Officer II (33239)  
Code Enforcement Officer II (D) (33240)  
Sr Code Enforcement Officer (33249)  
Sr Code Enforcement Officer (D) (33243)

Flood Control/Survey and Mapping Division

Sr. Engineering Technician PLS/PE (97437)  
Sr. Engineering Technician (97433)  
Engineering Technician I (97431)  
Engineering Technician II (97432)

Transportation/Survey Division


Sr. Engineering Technician PLS/PE (97437)  
Sr. Engineering Technician (97433)  
Engineering Technician I (97431)  
Engineering Technician II (97432)

Sheriff's Department

Forensic Technician I (37529)  
Forensic Technician II (37531)


The effective date of the change shall be the first full pay period after execution by both parties and approval by the Board of Supervisors.

FOR THE COUNTY OF RIVERSIDE

  
Tami Douglas-Schatz,  
Human Resources Director

2/10/2025  
Date

FOR THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777

  
Victor M. Gordo  
Business Manager, LIUNA Local 777

2-5-2025  
Date



**Fernandez, Cindy**

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**From:** Brad Anderson <ba4612442@gmail.com>  
**Sent:** Saturday, April 5, 2025 11:08 AM  
**To:** Clerk of the Board  
**Subject:** Public Comment(s) Agenda Item(s): 3.13, 3.14 & 3.15 - Riverside County Board of Supervisors meeting of April 8, 2025 (9:30AM)

**CAUTION:** This email originated externally from the **Riverside County** email system. **DO NOT** click links or open attachments unless you recognize the sender and know the content is safe.

April 5, 2025

Riverside County Board of Supervisors (BoS)  
County Administrative Center  
First Floor - Board Chambers  
4080 Lemon St.  
Riverside, CA. 92501  
Attention: Clerk of the Board of Supervisors

Re: Written statements in regards to Agenda Item(s): 3.13 , 3.14 & 3.15 for Riverside County Board of Supervisors meeting of April 8, 2025 (9:30AM)

Dear current BoS members,

Please review my written statements listed below prior to the consideration of each agenda Items as listed.

1) Agenda Item: 3.13 (Proposal to increase wages - Drone operation - \$20,172.00)

Position: In Opposition

It's reasonable to consider that employee union(s) would support increases in wages paid to it's members. Riverside County employees currently enjoy reasonable wage and benefit packages for services that they provide to the county. Increasing "Drone operators" per/hour wage by (\$1.50 - Premium pay per/hr) is extreme and not reasonable.

Please consider that all training and on-going certifications of Drone operators remain the countys obligation (at taxpayer's expense). Highly paid county employees use devices (tools) that are supplied to assist in making their job duties easier and more efficient (such as "Drones").

It's reasonable to consider that removing highly trained individuals (county employees) from their core training (original job duties) to use a much "easier and safer" tool (Drone) may be recognized as problematic. It's reasonable to consider that other individuals could be retained for drone operations at a cost saving incentive. Tools (such as Drones) should be a "Cost Savings" method and shouldn't be an avenue to divert resources away from county residents and businesses (Taxpayers) that bear the burden of financially supporting Riverside County and it's many Departments.

2) Agenda Item: 3.14 (On-going (continuous) adjustments (Increases) of salaries of County employees - \$80,783.00)

Position: In Opposition

It's critical to address the continuing action of Riverside County (Human Resources and Executive Office) ability to raise its department and other county employees job classifications salaries.

It's highly recommended to postpone (Stop) with expelling tax collected dollars for what appears to be a never-ending cycle of increasing the indebtedness of Riverside County.

3) Agenda Item: 3.15 (Create - clinical document improvement job classification - \$289,358.00)

Position: In Opposition

It's highly recommended to abandon the motivation to potentially accommodate an avenue to expel local resources for positions that could easily be performed by already established employees.

Sincerely,

Brad Anderson | Rancho Mirage, CA. | [Ba4612442@gmail.com](mailto:Ba4612442@gmail.com)

Cc: