

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



ITEM: 3.31
(ID # 27816)

MEETING DATE:

Tuesday, May 20, 2025

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: Approval of the Side Letter Agreement with the Laborers' International Union of North America, Local 777 (LIUNA) to add a premium pay for employees at the Sheriff's Department assigned to the Coroner Incident Response Team (CIRT). [Total Cost - \$1,000, Ongoing Cost \$500 – 100% Departmental Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Side Letter Agreement with the Laborers' International Union of North America, Local 777 to add a new premium pay for employees assigned to CIRT.

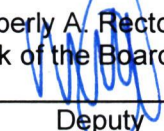
ACTION:


Tami Douglas-Schatz, Director of Human Resources 4/30/2025

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: May 20, 2025
xc: HR

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

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

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 500	\$ 500	\$ 1,000	\$ 500
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: 100% Department Budgets			Budget Adjustment: No	
			For Fiscal Year: 24/25	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Sheriff's Department recently expanded the Coroner's Incident Response Team (CIRT) to include Coroner Technicians, Forensic Technicians, and Senior Coroner Technicians. These classifications assist with death investigations in the field by collecting evidence, documenting scenes, and supporting the coroner investigators during complex or large-scale incidents. Members assigned to the CIRT receive a \$2.00 per hour premium pay when deployed on these missions.

CIRT members receive specialized training and are dispatched to complex recovery and investigative scenarios, including body recoveries in deep water, strong currents, or hazardous underwater conditions; remote recoveries requiring navigation over difficult terrain such as mountains or cliffs; helicopter-assisted death investigations in inaccessible locations; recovery of scattered human remains due to animal activity or environmental factors; retrieval efforts in canyons, ravines, or bodies of water requiring extensive coordination; and large-scale emergency responses to events such as earthquakes, wildfires, and floods that result in multiple casualties. The scenarios in which the premium pay is applicable is determined by Sheriff's Administration and the pay only applies for the time on the mission.

The County has reached tentative agreement via Side Letter with LIUNA, subject to Board's approval, to add the CIRT premium pay to the Premium Pay provision in the MOU. Full details of the Side Letter Agreement can be found in the attachment.

Impact on Residents and Businesses

While this side letter does not have an immediate impact on residents or businesses, approving the CIRT premium pay ensures that County employees are fairly compensated for performing specialized and potentially hazardous duties. It also ensures that the recovery of remains—an effort that can affect the community—is carried out by trained professionals.

Additional Fiscal Information

The Sheriff's Department can absorb the cost of the premium pay within their current budget allocation.

ATTACHMENT:

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

**SIDE LETTER TO THE
2024-2027
MEMORANDUM OF UNDERSTANDING ("MOU")
BETWEEN
THE COUNTY OF RIVERSIDE ("County")
AND
THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777 ("LIUNA")**

The County and LIUNA agree to amend the 2024 – 2027 MOU between the County and LIUNA as follows:

Amend Article IV, Pay Period, Workweek, Overtime and Premium Pay, Section 6, Premium Pay, to include the following:

S. Coroner Incident Response Team (CIRT) Premium

Certain deaths occur within hazardous situations or environments, which require employees to utilize specialized skills or techniques in order to complete the scene investigation and recover the remains. Sheriff Department employees who are assigned to the Coroner Incident Response Team (CIRT), including Coroner Technicians, Forensics Technicians, and Senior Coroner Technicians, have received specialized training to conduct death investigations and body recoveries within hazardous situations and environments will receive an additional \$2.00 per hour for time deployed on a mission, as identified by Sheriff's Department Administration. This pay does not apply to training. The pay applies for the time on the mission as determined by the mission supervisor.

The terms of this Side Letter shall be incorporated into the successor MOU between the County and LIUNA unless otherwise negotiated.

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

For the County of Riverside


Tami Douglas-Schatz
Human Resources Director

DATE

For LIUNA, Local 777


Victor Gordo
Business Manager

DATE