

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



**ITEM: 3.25  
(ID # 28632)**

**MEETING DATE:**  
Tuesday, August 26, 2025

**FROM :** HUMAN RESOURCES

**SUBJECT:** HUMAN RESOURCES: Classification and Compensation and Labor Relations recommendation to adjust the salaries of the Cook job class series, Grounds Worker job class series, and Dispatch job class series; approve the Side Letter between the County of Riverside and Laborers' International Union of North America, Local 777 (LIUNA) regarding Dispatcher Salary Advancements; and amend Ordinance No. 440 Pursuant to Resolution No. 440-9506, All Districts. [Current Year Cost – \$608,185, Ongoing Cost - \$727,592 – 100% Department Budgets]

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

1. Approve the salary adjustments to the Cook job class series;
2. Approve the salary adjustments to the Grounds Worker job class series;
3. Approve the salary adjustments to the Dispatch job class series;
4. Approve the Side Letter with Laborers' International Union of North America, Local 777 (LIUNA) regarding Dispatcher Salary Advancements; and
5. Amend Ordinance No. 440 pursuant to Resolution No. 440-9506.

**ACTION:Policy**

  
Tami Douglas-Schatz, Director of Human Resources 8/13/2025

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Gutierrez, seconded by Supervisor Medina 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: August 26, 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>	\$ 608,185	\$ 727,592	\$ 1,335,777	\$ 727,592
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS: 100% Department Budgets</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 25/26</b>	

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

**BACKGROUND:**

**Summary**

In 2024, the Human Resources (HR) Department - Labor Relations (LR) Division was in active negotiations with the Laborers' International Union of North America (LIUNA) to ratify a new Memorandum of Understanding (MOU). During the negotiations, salary adjustments to the *Cook* job class series and *Grounds Worker* job class series were discussed but held in abeyance until the conclusion of the LIUNA MOU negotiations. Now that a ratified MOU for 2024 through 2027 has been agreed upon between the County and LIUNA, LIUNA has requested a market review be conducted on the remaining job classifications that were previously discussed during negotiations.

The HR Department completed the remaining market studies on both the *Cook* job class series and *Grounds Worker* job class series.

The *Cook* job class series consists of a *Cook* and *Senior Cook* job class. The Classification and Compensation Division (Class and Comp) conducted a market review on the journey-level, *Cook* job class using the Hospital Association of Southern California (HASC) Non-Management Compensation Report Southern California (**Attachment 2**). Since Riverside University Health Systems - Medical Center (RUHS-MC) has the most affected incumbents and utilizes the HASC market data, the proposed salary adjustments were based on this data. The affected departments have approved the use of the HASC market data. Based on the HASC Market findings, Class and Comp recommends adjusting the salary of the *Cook* job class from \$38,781 - \$53,384/year to \$44,720 - \$62,608/year. Additionally, due to insufficient market data, Class and Comp recommends adjusting the salary of the *Senior Cook* job class by applying the current minimum and maximum salary percent differences between the job class series based on the proposed salary of the *Cook* job class (see *Figure 1* below):

Figure 1:

<b>Job Classification</b>	<b>Current Salary</b>		<b>Proposed Salary</b>	
	<b>Min</b>	<b>Max</b>	<b>Min</b>	<b>Max</b>
Senior Cook	\$44,057	\$59,651	\$50,802	\$69,933
(% difference)	<b>13.6%</b>	<b>11.7%</b>	<b>13.6%</b>	<b>11.7%</b>
Cook	\$38,781	\$53,384	<b>\$44,720</b>	<b>\$62,608</b>

The *Grounds Worker* job class series consists of a *Grounds Worker* and *Grounds Worker - Parks* job class. A market review was conducted on the *Grounds Worker* and *Grounds Worker -*

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*Parks* job classes using data from the 5-county market. The market indicated that these classifications fall approximately 11% below the market mean at the minimum base salary, while exceeding market at the maximum base salary by approximately 1% (**Attachment 3**). As such, it is recommended to increase the minimum salary only for both the *Grounds Worker* and *Grounds Worker-Parks* job class from \$38,061 - \$56,598/year to \$42,958 - \$56,598/year.

Additionally, as part of the ongoing work of the Fire Ad Hoc Committee established at the direction of the Board of Supervisors, County staff have been conducting a comprehensive review of classification and compensation issues affecting public safety dispatch personnel. This multi-phased effort previously resulted in equity adjustments for incumbents in various dispatch classifications, as well as contractual increases to Training Officer Premium Pay in the LIUNA MOU.

Two outstanding items are being brought forth to conclude the Ad Hoc Committee's work: (1) revised Sheriff's and Fire Dispatcher certification incentives as they progress through their respective training programs and (2) market-based adjustments for various dispatch classifications to ensure external competitiveness.

The County of Riverside and LIUNA have been engaged in Side Letter negotiations regarding Sheriff's and Fire Dispatcher certification incentives and the Parties' agreement is being brought forth for Board of Supervisors approval (**Attachment 5**). Currently, LIUNA represented Fire Dispatchers are eligible for a 2.71% salary advancement when they complete their Emergency Fire Dispatch/Emergency Medical Dispatch certification, and Sheriff Dispatchers are eligible for an equivalent 2.71% salary advancement when they complete the Sheriff's Radio Academy. The recommended Side Letter would increase the Salary Advancement for Sheriff's and Fire Dispatchers when achieving their respective training milestone from a 2.71% base salary adjustment to a 5.0% base salary adjustment.

The LIUNA-represented *Fire Communications Dispatcher* series, *Sheriff's 911 Communications Officers* series, and *District Attorney Public Safety Dispatcher* class were reviewed by Class and Comp to ensure internal equity. The Sheriff's Communication Officer series was identified by Class and Comp as the most market deficient and subsequently used to assess market conditions of the various dispatch classifications.

An external market review of the Sheriff's series identified that the base salary of the journey-level Sheriff's 911 Communications Officer II class is below market at the minimum base salary by approximately 5.63% and below market at the maximum base salary by approximately 6.70% (**Attachment 4**). As a result, it is recommended to adjust the salary of the journey-level *Sheriff's 911 Communications Officer II*, *Fire Communications Dispatcher II*, and the *District Attorney Public Safety Dispatcher* to the established 5-County market mean of the *Sheriff's 911 Communications Officer II*. Additionally, it is recommended to adjust the salary of the remainder of the Sheriff's and Fire classes in each series, to maintain their current salary spacing to preserve internal progression, maintain MOU-defined special compensation (i.e., POST levels), and to alleviate compaction.

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The restructuring of the Dispatch incentive pay and the salary adjustments to various dispatch classifications as outlined within mark the completion of the Fire Ad Hoc Committee's recommended actions.

**Salary Adjustments:**

**Cook:** It is recommended to adjust the salary plan/grade LIU 171 (\$38,781 - \$53,384/year) to salary plan/grade LIU 313 (\$44,720 - \$62,608/year). There is currently 1 incumbent in this classification below the new minimum salary. The cost to grant these adjustments is approximately \$7,340 in salaries and benefits for FY 25/26.

**Senior Cook:** It is recommended to adjust the salary plan/grade LIU 300 (\$44,057 - \$59,651/year) to salary plan/grade LIU 456 (\$50,802 - \$69,933/year). There are currently no incumbents in this classification below the new minimum salary.

**Grounds Worker:** It is recommended to adjust the salary plan/grade LIU 157 (\$38,061 - \$56,598/year) to salary plan/grade LIU 266 (\$42,958 - \$56,598/year). The cost to grant these adjustments is approximately \$354 in salaries and benefits for FY 25/26.

**Grounds Worker-Parks:** It is recommended to adjust the salary plan/grade PKG 145 (\$38,061 - \$56,598/year) to salary plan/grade PKG 167 (\$42,958 - \$56,598/year). There are currently no incumbents in this classification below the new minimum salary.

**Sheriff's 911 Communications Officer I:** It is recommended to adjust the salary plan/grade LIU 586 (\$56,851 - \$76,948) to LIU 701 (\$62,994 - \$86,268). There are currently 26 incumbents in this classification below the new minimum salary. The cost to grant these adjustments is approximately \$126,882 in salaries and benefits for FY 25/26.

**Fire Communications Dispatcher I:** It is recommended to adjust the salary plan/grade LIU 586 (\$56,851 - \$76,948) to LIU 701 (\$62,994 - \$86,268). There are currently 20 incumbents in this classification below the new minimum salary. The cost to grant these adjustments is approximately \$69,359 in salaries and benefits for FY 25/26.

**Sheriff's 911 Communications Officer II:** It is recommended to adjust the salary plan/grade LIU 741 (\$65,098 - \$88,138) to LIU 796 (\$68,979 - \$94,463). There are currently 17 incumbents in this classification below the new minimum salary. The cost to grant these adjustments is approximately \$32,811 in salaries and benefits for FY 25/26.

**Fire Communications Dispatcher II:** It is recommended to adjust the salary plan/grade LIU 741 (\$65,098 - \$88,138) to LIU 796 (\$68,979 - \$94,463). There is currently 1 incumbent in this classification below the new minimum salary. The cost to grant these adjustments is approximately \$1,140 in salaries and benefits for FY 25/26.

**District Attorney Public Safety Dispatcher:** It is recommended to adjust the salary plan/grade

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LIU 741 (\$65,098 - \$88,138) to LIU 796 (\$68,979 - \$94,463). There are currently no incumbents in this classification below the new minimum salary.

**Sheriff's 911 Communications Officer II A:** It is recommended to adjust the salary plan/grade LIU 800 (\$69,062 - \$93,505) to LIU 868 (\$73,117 - \$100,131). There are currently no incumbents in this classification below the new minimum salary.

**Sheriff's 911 Communications Officer II B:** It is recommended to adjust the salary plan/grade LIU 857 (\$72,468 - \$98,117) to LIU 894 (\$76,566 - \$104,854). There are currently no incumbents in this classification below the new minimum salary.

**Senior Sheriff's 911 Communications Officer:** It is recommended to adjust the salary plan/grade SEUS 503 (\$68,678 - \$103,513) to SEUS 656 (\$80,778 - \$110,621). There are currently no incumbents in this classification below the new minimum salary.

**Senior Fire Communications Dispatcher:** It is recommended to adjust the salary plan/grade SEUS 503 (\$68,678 - \$103,513) to SEUS 656 (\$80,778 - \$110,621). There is currently 1 incumbent in this classification below the new minimum salary. The cost to grant these adjustments is approximately \$2,998 in salaries and benefits for FY 25/26.

**Senior Sheriff's 911 Communications Officer A (D):** It is recommended to adjust the salary plan/grade SEUS 563 (\$72,798 - \$109,724) to SEUS 730 (\$85,624 - \$117,258). There are currently 2 incumbents in this classification below the new minimum salary. The cost to grant these adjustments is approximately \$4,199 in salaries and benefits for FY 25/26.

**Senior Sheriff's 911 Communications Officer B (D):** It is recommended to adjust the salary plan/grade SEUS 616 (\$76,233 - \$114,900) to SEUS 787 (\$89,663 - \$122,789). There are currently 3 incumbents in this classification below the new minimum salary. The cost to grant these adjustments is approximately \$5,308 in salaries and benefits for FY 25/26.

**Sheriff Communications Supervisor:** It is recommended to adjust the salary plan/grade SEUS 661 (\$81,065 - \$121,273) to SEUS 835 (\$94,595 - \$129,543). There are currently no incumbents in this classification below the new minimum salary.

**Fire Communications Supervisor:** It is recommended to adjust the salary plan/grade SEUS 661 (\$81,065 - \$121,273) to SEUS 835 (\$94,595 - \$129,543). There are currently no incumbents in this classification below the new minimum salary.

**Sheriff's Communications Supervisor A (D):** It is recommended to adjust the salary plan/grade SEUS 738 (\$85,929 - \$128,549) to SEUS 898 (\$100,270 - \$137,315). There are currently 2 incumbents in this classification below the new minimum salary. The cost to grant these adjustments is approximately \$5,934 in salaries and benefits for FY 25/26.

**Sheriff's Communications Supervisor B (D):** It is recommended to adjust the salary

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plan/grade SEUS 793 (\$89,982 - \$134,613) to SEUS 917 (\$105,000 - \$143,792). There is currently 1 incumbent in this classification below the new minimum salary. The cost to grant these adjustments is approximately \$3,600 in salaries and benefits for FY 25/26.

**Sheriff's Communication Manager.** It is recommended to adjust the salary plan/grade MRP 450 (\$101,857 - \$147,020) to MRP 525 (\$110,775 - \$151,701). There are currently no incumbents in this classification below the new minimum salary.

**Fire Communications Manager.** It is recommended to adjust the salary plan/grade MRP 450 (\$101,857 - \$147,020) to MRP 525 (\$110,775 - \$151,701). There are currently no incumbents in this classification below the new minimum salary.

**Impact on Residents and Businesses**

This request does not have a direct impact on residents and businesses. Adjusting the salary ranges for the job classifications above will position the County to provide a competitive salary that is within market and better equip the County to continue to attract and retain staff in these positions.

**Additional Fiscal Information**

With the implementation of the proposed adjustments, cost will be incurred to bring incumbents below the new minimum salary up to the new minimum salary. All employee anniversary dates are to be preserved.

The immediate cost to grant all existing incumbents in the Cook and Grounds Worker classifications who are below the current minimum base salary up to the new, proposed minimum base salary is approximately \$7,694 for current FY 25/26, which includes benefits. The estimated current FY 25/26 cost with benefits for each department impacted by the salary adjustments is listed below in *Figure 2*.

Figure 2:

<b>Department</b>	<b>Current FY (25/26)</b>	<b>Next FY Cost</b>
	<b>Cost to Bring Incumbents Up to the New Min</b>	
RUHS-MC	\$177	\$210
DPSS	\$7,340	\$8,732
Transportation	\$0	\$0
Office of Economic Development	\$177	\$210
Facilities Management	\$0	\$0
Parks	\$0	\$0
<b>Total</b>	<b>\$7,694</b>	<b>\$9,152</b>

The immediate cost to grant all existing incumbents in the Dispatch job classifications who are below the current minimum base salary up to the new, proposed minimum base salary is

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STATE OF CALIFORNIA**

approximately \$252,232 for current FY 25/26, which includes benefits. The estimated current FY 25/26 cost with benefits for each department impacted by the salary adjustments is listed below in *Figure 3*.

Figure 3:

<b>Department</b>	<b>Current FY (25/26)</b>	<b>Next FY Cost</b>
	<b>Cost to Bring Incumbents Up to the New Min</b>	
Fire	\$73,497	\$89,475
Sheriff	\$178,735	\$217,591
District Attorney	\$0	\$0
<b>Total</b>	<b>\$252,232</b>	<b>\$307,066</b>

The annual cost of the LIUNA Dispatch Side Letter is \$411,374. The Incentive Pay Side Letter recommendation was originally discussed during contract negotiations with LIUNA, however, consensus on a final recommendation was not reached in time to include it in the final MOU agreement. The cost of the Side Letter does not exceed the original parameters granted by the Board of Supervisors which was authorized during LIUNA negotiations, but ultimately did not make it into the final contract as outlined above.

All affected departments have approved the recommended salary adjustments, and any associated salary increases. All costs will be absorbed through their respective budget and budget adjustments are not required.

**ATTACHMENTS**

1. Resolution No. 440-9506
2. Cook Market Review
3. Grounds Worker Market Review
4. Sheriff's 911 Communications Officer II Market Review
5. COR/LIUNA Side Letter re Dispatch Salary Advancements (Clean)
6. COR/LIUNA Side Letter re Dispatch Salary Advancements (Track Changes)

  
 Cesar Bernal, PRINCIPAL MGMT ANALYST      8/20/2025

RESOLUTION NO. 440-9506

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on August 26, 2025, 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>
54431	Cook	LIU 171	LIU 313
13918	District Attorney Public Safety Dispatcher	LIU 741	LIU 796
13806	Fire Communications Dispatcher I	LIU 586	LIU 701
13807	Fire Communications Dispatcher II	LIU 741	LIU 796
13832	Fire Communications Manager	MRP 450	MRP 525
13804	Fire Communications Supervisor	SEUS 661	SEUS 835
62171	Grounds Worker	LIU 157	LIU 266
85013	Grounds Worker – Parks	PKG 145	PKG 167
13809	Sheriff Communications Supervisor	SEUS 661	SEUS 835
13796	Sheriff's 911 Communications Officer I	LIU 586	LIU 701
13797	Sheriff's 911 Communications Officer II	LIU 741	LIU 796
13826	Sheriff's 911 Communications Officer II A	LIU 800	LIU 868
13827	Sheriff's 911 Communications Officer II B	LIU 857	LIU 894
13473	Sheriff's Communications Manager	MRP 450	MRP 525
13794	Sheriff's Communications Supervisor A (D)	SEUS 738	SEUS 898
13795	Sheriff's Communications Supervisor B (D)	SEUS 793	SEUS 917
54432	Senior Cook	LIU 300	LIU 456
13808	Senior Fire Communications Dispatcher	SEUS 503	SEUS 656
13798	Senior Sheriff's 911 Communications Officer	SEUS 503	SEUS 656

1	Job		From Salary	To Salary
	<u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
2	13799	Senior Sheriff's 911 Communications Officer A (D)	SEUS 563	SEUS 730
3	13800	Senior Sheriff's 911 Communications Officer B (D)	SEUS 616	SEUS 787

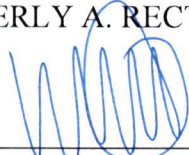
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ROLL CALL:

Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez  
Nays: None  
Absent: None

The foregoing is certified to be a true copy of a resolution duly adopted by said Board of Supervisors on the date therein set forth.

KIMBERLY A. RECTOR, Clerk of said Board

By:   
Deputy

/kc  
08/11/2025  
440 Resolutions/KC

# External Market Survey Data

**Classification Name:** Cook

**Riv Co Class Code:** 54431

Market Research							Survey Data			
Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC Annual	HASC 50%
HASC	Cook	401	\$44,720	\$62,608	40.00%	\$53,664.00	\$25.80		\$53,664.00	\$25.80
			County Mean:	\$44,720.00	\$62,608.00	40.00%	\$53,664.00			
			County Median:	\$44,720	\$62,608	40.00%	\$53,664.00			
Riverside County	Cook	54431	\$37,290	\$51,331	40.00%	\$44,310.14				
			Dollar difference from Mean:	<b>-\$7,430</b>	<b>-\$11,277</b>					
			Percentage difference from mean:	<b>-16.62%</b>	<b>-18.01%</b>					
			Dollar difference from median:	<b>-\$7,430</b>	<b>-\$11,277</b>					
			Percentage difference from median:	<b>-16.62%</b>	<b>-18.01%</b>					
Notes:	2024 HASC Non-Management Compensation Report (Over 2,000 Employees, 50th Percentile)									
Run Date:					Date Prepared/Revised:					

# External Market Survey Data

**Grounds Worker**

**Union Code**

**UP5**

**Riv Co Class Code: 62171**

**Current**

**Survey Data**

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint		Outlier	HASC 50%
Los Angeles County	<a href="#">Grounds Maintenance Worker I</a>	352	\$39,760	\$53,450	34.43%	\$46,605.24	\$22.41		
Orange County	<a href="#">Park Maintenance Worker I</a>	3024OS	\$45,074	\$56,056	24.37%	\$50,564.80	\$24.31		
San Bernardino County	<a href="#">Park Maintenance Worker I (Special Districts Department)</a>	43014	\$39,790	\$57,782	45.22%	\$48,786.40	\$23.46		
San Diego County	<a href="#">Park Maintenance Worker</a>	6347	\$46,488	\$56,992	22.60%	\$51,740.00	\$24.88		
Ventura County	<a href="#">Maintenance Worker I</a>	601	\$43,680	\$57,179	30.90%	\$50,429.53	\$24.24		
HASC			\$0	\$0		\$0.00	\$0.00	e	

County Mean:  
County Median:

\$42,958    \$56,292    31.04%    \$49,625.19  
\$43,680    \$56,992    30.48%    \$50,336.00

**Riverside County**    [Grounds Worker](#)    **62171**    \$38,061    \$56,598    48.70%    \$47,329.65

Dollar difference from Mean:    **-\$4,898**    **\$306**  
Percentage difference from mean:    **-11.40%**    **0.54%**  
  
Dollar difference from median:    **-\$5,619**    **-\$394**  
Percentage difference from median:    **-12.86%**    **-0.69%**

PICs:

Notes: COR salary based on May 1, 2025 COLA rates.

Run Date:

Date Prepared/Revised: 4/14/2025

By: TC

# External Market Survey Data

**Classification Name: Sheriff's 911 Comm Officer II**

**Riv Co Class Code: 13797**

**Market Research**

**Survey Data**

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread	Midpoint	Outlier
Los Angeles County	<a href="#">Public Response Dispatcher II</a>	2451	\$64,308	\$86,652	34.75%	\$75,480.00	\$36.29 e
Orange County	<a href="#">Radio Dispatcher</a>	695	\$73,258	\$98,779	34.84%	\$86,018.40	\$41.36
San Bernardino County	<a href="#">Sheriff's Communications Dispatcher II</a>	19479	\$62,816	\$86,320	37.42%	\$74,568.00	\$35.85
San Diego County	<a href="#">Sheriff's Emergency Services Dispatcher</a>	2822	\$68,245	\$92,518	35.57%	\$80,381.60	\$38.65
Ventura County	<a href="#">Sheriff's Technical Communications Specialist II</a>	1032	\$71,597	\$100,234	40.00%	\$85,915.36	\$41.31
County Mean:			\$68,979	\$94,463	36.95%		
County Median:			\$69,921	\$95,649	36.80%		
<b>Riverside County</b>	<a href="#">Sheriff's 911 Communications Officer II</a>	13797	\$65,098	\$88,138	35.39%		
Dollar difference from Mean:			<b>-\$3,881</b>	<b>-\$6,325</b>			
Percentage difference from mean:			<b>-5.63%</b>	<b>-6.70%</b>			
Dollar difference from median:			<b>-\$4,823</b>	<b>-\$7,511</b>			
Percentage difference from median:			<b>-6.90%</b>	<b>-7.85%</b>			

Notes:

Run Date:

Date Prepared/Revised:

By: DP

# 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 amend subsection G, Communications Training Officer ("CTO") Differential as follows:

## Article IV

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

Section 6. Premium Pay

G. Communications Training Officer ("CTO") Differential

1. Differentials:

- a. A Fire Communications Call Taker, Fire Communications Dispatcher, Sheriff's 911 Call Taker, or Sheriff's 911 Communications Officer shall receive a 5.5% increase in their base salary on the salary range at the start of the next pay period following the presentation of proof by the employee of successful completion of the Public Safety Answering Point (PSAP) and radio training. If the salary range is unable to accommodate the increase, incumbents shall be placed at the maximum rate of the salary range.
- b. A Fire Communications Call Taker, Fire Communications Dispatcher, Sheriff's 911 Call Taker, or Sheriff's 911 Communications Officer who is being compensated at less than the top of the salary range shall receive a 5.00% increase at the start of the next pay period following the employee's presentation of proof of completing the Sheriff's Radio Academy or Emergency Fire Dispatcher/Emergency Medical Dispatcher Certificate. If the salary range is unable to accommodate the increase, incumbents shall be placed at the maximum rate of the salary range.

- c. A Fire Communications Call Taker, Fire Communications Dispatcher, Sheriff's 911 Call Taker, or Sheriff's 911 Communications Officer who has been selected and trained as a trainer shall receive three dollars (\$3.00) per hour worked for each hour in which they are actually engaged in training other Fire Communications Call Takers, Fire Communications Dispatchers, Sheriff's 911 Call Taker or Sheriff's 911 Communications Officers.
- d. For increases provided by a-c above, the employee's anniversary date will not change.

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

\_\_\_\_\_  
Date

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

\_\_\_\_\_  
Victor M. Gordo  
Business Manager, LIUNA Local 777

\_\_\_\_\_  
Date

**SIDE LETTER OF AGREEMENT**

BETWEEN

**COUNTY OF RIVERSIDE**

AND

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

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Article IV

PAY PERIOD, WORKWEEK, OVERTIME AND PREMIUM PAY

Section 6. Premium Pay

G. Communications Training Officer ("CTO") Differential

1. Differentials:

- a. A Fire Communications Call Taker, Fire Communications Dispatcher, Sheriff's 911 Call Taker, or Sheriff's 911 Communications Officer shall receive a 5.5% increase in their base salary on the salary range at the start of the next pay period following the presentation of proof by the employee of successful completion of the Public Safety Answering Point (PSAP) and radio training. If the salary range is unable to accommodate the increase, incumbents shall be placed at the maximum rate of the salary range.
- b. A Fire Communications Call Taker, Fire Communications Dispatcher, Sheriff's 911 Call Taker, or Sheriff's 911 Communications Officer who is being compensated at less than the top of the salary range shall receive a ~~2.715.00%~~ increase at the start of the next pay period following the employee's presentation of proof ~~of completing the Sheriff's Radio Academy of a Commission on POST Public Safety Dispatcher's Certificate~~ or Emergency Fire Dispatcher/Emergency Medical Dispatcher Certificate. If the salary range is unable to accommodate the increase, incumbents shall be placed at the maximum rate of the salary range.

- c. A Fire Communications Call Taker, Fire Communications Dispatcher, Sheriff's 911 Call Taker, or Sheriff's 911 Communications Officer who has been selected and trained as a trainer shall receive three dollars (\$3.00) per hour worked for each hour in which they are actually engaged in training other Fire Communications Call Takers, Fire Communications Dispatchers, Sheriff's 911 Call Taker or Sheriff's 911 Communications Officers.
- d. For increases provided by a-c above, the employee's anniversary date will not change.

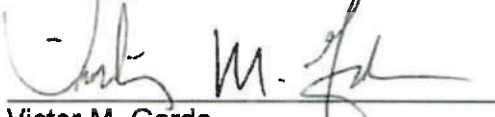
The effective date of the change shall be the first full pay period after execution by both parties and approval by the Board of Supervisors.

FOR THE COUNTY OF RIVERSIDE

  
\_\_\_\_\_  
Tami Douglas-Schatz,  
Human Resources Director

7/31/25  
Date

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

  
\_\_\_\_\_  
Victor M. Gordo  
Business Manager, LIUNA Local 777

7/25/25  
Date