

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



ITEM: 3.25
(ID # 29012)

MEETING DATE:
Tuesday, October 21, 2025

FROM : HUMAN RESOURCES AND District Attorney

SUBJECT: HUMAN RESOURCES: Approval of the Side Letter Agreement with the Service Employees International Union, Local 721 (SEIU) to add the Senior Victim Services Specialist and Victim Services Supervisor classifications to the list of eligible positions for Canine Duty 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, to add the Senior Victim Services Specialist and Victim Services Supervisor classifications to the list of eligible positions for Canine Duty pay.


ACTION:


Tami Douglas-Schatz, Director of Human Resources 10/7/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Washington, seconded by Supervisor Perez 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: October 21, 2025
xc: HR, DA

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	\$0	\$0	\$0	\$0
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% Department Budget			Budget Adjustment: No	
			For Fiscal Year: 25/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The County of Riverside has tentatively agreed, via Side Letter with SEIU and subject to Board approval, to amend Article V - Workweek, Overtime and Premium Pay, Section 3, Subsection "W" of the 2024-2027 SEIU Memorandum of Understanding (MOU).

Currently, the provision authorizes Canine Duty Pay only for employees in the Victim Services Advocate I/II classification. This title has since been updated to Victim Services Specialist to reflect the current title in use. The proposed Side Letter corrects this reference and further expands eligibility to include the Senior Victim Services Specialist and Victim Services Supervisor classifications. This ensures that employees who promote into higher-level positions and continue to perform canine-related duties are compensated accordingly. These changes align the MOU with current and anticipated operational practices within the District Attorney's Office.

Impact on Residents and Businesses

While this Side Letter does not create a direct or immediate impact on residents or businesses, it ensures that District Attorney employees are compensated fairly for performing specialized canine functions. This, in turn, enhances the District Attorney's ability to continue providing exceptional service delivery to residents and businesses.

Additional Fiscal Information

There is no impact to the District Attorney's budget as the number of dogs will not increase and the classifications being added will perform the same canine-related duties at the same rate of pay and for the same number of hours as currently eligible staff.

ATTACHMENT.

Attachment 1 - Side Letter with SEIU expanding Canine Duty Pay Eligibility

**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 Article V – Workweek, Overtime and Premium Pay, Section 3, Subsection "W" of the 2024 – 2027 Memorandum of Understanding ("MOU") as reflected below:

Section 3. Premium Pay

W. Canine Duty Pay

1. Canine Duty Pay. Employees in the District Attorney's Office who are assigned to canine duty shall be compensated at the rate of one dollar and twenty-five cents (\$1.25) per hour, plus overtime rates where applicable, for all time assigned to K-9 duty, including vacation, sick leave, holiday pay and Workers' Compensation leave, provided, however, that this differential shall not be paid during any time when the individual is no longer responsible for caring for the canine. Eligible classifications for Canine Duty Pay include:
 - a. Victim Services Specialist (79788)
 - b. Senior Victim Services Specialist (79776)
 - c. Victim Services Supervisor (79792)
2. Canine Compensation for Off-Duty work
 - d. Employees assigned to canine duty shall be paid for the off-duty care, feeding and grooming of their canine and the routine, off-duty canine-related maintenance of their canine. Employees assigned to canine duty shall be paid seven (7) hours per pay period at the State of California minimum wage, paid at time and one half. Employees assigned to Canine Duty are not permitted to work more than seven (7) hours per period on off-duty canine duties as the County is not paying for more than seven (7) hours per pay period and employees are not permitted to work off the clock.
 - e. In addition to the seven (7) hours of pay per pay period described in the preceding paragraph, canine deputies shall be paid for off duty veterinary visits and extraordinary off-duty care, provided that, absent an emergency, the employee shall obtain supervisor approval for such care and shall provide appropriate payroll documentation.
3. An employee who does not have responsibility for the canine will not receive the canine compensation provided herein.
4. The assignment and removal from Canine Duty is at the sole discretion of the District Attorney or designee. The determination to assign and/or remove the Canine Duty shall not be subject to the disciplinary appeal procedure in the MOU and cannot be made or interpreted as disciplinary action.

This amendment will be effective the first full pay period following agreement by both parties and approval by the Board of Supervisors.

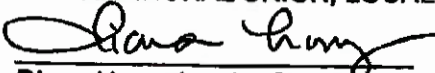
FOR THE COUNTY OF RIVERSIDE


Tami Douglas-Schatz

Human Resources Director

9/15/2025
Date

FOR THE SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL 721


Diana Hong, Interim Coordinator

8/28/2025
Date