

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



**ITEM: 3.11**  
(ID # 29149)

**MEETING DATE:**  
Tuesday, November 04, 2025

**FROM :** HUMAN RESOURCES AND Transportation Department

**SUBJECT:** HUMAN RESOURCES: Approval of the Side Letter Agreement with the Service Employees International Union, Local 721 (SEIU) to Increase the Travel Crew Inconvenience Premium. [Total Cost - \$1,050, Ongoing Cost \$650 – 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 increase the travel crew inconvenience premium.

**ACTION:**


  
Tami Douglas-Schatz, Director of Human Resources 10/23/2025

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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: November 4, 2025  
xc: HR, TLMA-Transp.

Kimberly A. Rector  
Clerk of the Board  
By:   
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>	\$400	\$0	\$1,050	\$650
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS: 100% Department Budget</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 25/26</b>	

**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 "O" of the 2024-2027 SEIU Memorandum of Understanding (MOU).

The amendment was requested to align the Travel Crew Inconvenience Premium for SEIU-represented supervisors with that received by subordinate employees in the Transportation Department. Currently, SEIU-represented employees assigned to the travel crew receive \$100 per pay period during periods of temporary reassignment, whereas LIUNA employees receive \$125 per pay period. Under the proposed Side Letter, the inconvenience premium for SEIU represented employees would increase by \$25 per pay period, ensuring consistency across work groups performing the same functions. Full details of the Side Letter Agreement can be found in the attachment.

**Impact on Residents and Businesses**

While this Side Letter does not create a direct or immediate impact on residents or businesses, it supports internal pay equity and fairness among County work crews performing comparable duties. By maintaining equitable compensation structures, the County enhances employee morale and retention, which contributes to the Transportation Department's ability to maintain reliable operations and sustain high-quality service delivery for the residents and businesses of Riverside County.

**Additional Fiscal Information**

The proposed \$25 per pay period increase to the Travel Crew Inconvenience Premium is estimated to cost approximately \$650 annually per employee. Currently, only 1 incumbent under this bargaining unit is assigned to the travel crew. The Transportation Department has confirmed that the associated cost can be fully absorbed within its existing budget allocation.

**Attachment.**

Attachment 1 - Fully Executed Inconvenience Premium Side Letter with SEIU/County of Riverside

**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 "O" of the 2024 – 2027 Memorandum of Understanding ("MOU") as reflected below:

Section 3. Premium Pay

O. Inconvenience Premium. Employees of the Transportation Department of the Transportation Land Management Agency ("TLMA") travel crew will receive an inconvenience premium of one hundred and twenty-five dollars (\$125.00) per pay period only during periods of temporary reassignment of the worksite as provided in this subsection. Only employees permanently assigned to a travel crew by the Transportation Department and whose worksite is temporarily transitioned to the Blythe or Thermal Yard, in which the Blythe or Thermal Yard is at least seventy-five (75) miles from the employee's regular work location, shall be entitled to receive the inconvenience premium. In addition, any permanent travel crew employee whose regularly assigned worksite is in the Blythe or Thermal Yard, and whose worksite is temporarily transitioned to a work location that is at least seventy-five (75) miles from the employee's regular work location shall be entitled to receive the inconvenience premium as provided in this subsection.

Any employee who is temporarily assigned to a travel crew for less than a full pay period, but otherwise under the same conditions above, shall receive the inconvenience premium on a pro-rated basis of fifteen dollars and sixty-three cents (\$15.63) per shift, but not to exceed one hundred dollars (\$125.00) per pay period only during periods of temporary reassignment of the worksite as provided in this subsection.

Eligibility for such additional pay shall be determined by the TLMA Director or designee with the concurrence of the Human Resources Director, unless the Board of Supervisors shall otherwise provide by resolution.

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

FOR THE COUNTY OF RIVERSIDE

  
Tami Douglas-Schatz  
Human Resources Director

9/30/2025  
Date

FOR THE SERVICE EMPLOYEES  
INTERNATIONAL UNION, LOCAL 721

  
Diana Hong, Interim Coordinator

9/30/2025  
Date