

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



ITEM: 3.26
(ID # 29290)

MEETING DATE:
Tuesday, November 18, 2025

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: Approval of the Side Letter Agreement with the Service Employees International Union, Local 721 (SEIU) to provide safety shoes or work boot reimbursement for Building Services Engineers in Facilities Management. [Total Cost - \$3,300, Ongoing Cost \$1,650 – 100% Departmental Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Side Letter Agreement with Service Employees International Union, Local 721 (SEIU) to provide safety shoes or work boot reimbursement for Building Services Engineers in Facilities Management.


ACTION:


Tami Douglas-Schatz, Director of Human Resources 11/5/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, 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: November 18, 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	\$ 1,650	\$ 1,650	\$ 3,300	\$ 1,650
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: 100% Department Budgets			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 19 – Dress Codes and Uniforms, Section 2, Uniforms, Subsection B, Department-Specific Uniforms/Equipment of the 2024–2027 SEIU Memorandum of Understanding (MOU).

The Side Letter establishes a shoe reimbursement of up to one hundred fifty dollars (\$150) per fiscal year for employees in the Building Services Engineer classification within the Facilities Management Department. Reimbursement will be provided upon submission of acceptable proof of purchase for approved safety shoes or work boots from a department-approved vendor.

This provision mirrors a similar allowance provided to appropriate LIUNA-represented classifications in Facilities Management and supports SEIU employees in having the proper safety equipment necessary to perform their duties. 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 and businesses, it ensures that Building Services Engineers have proper, well-maintained safety footwear necessary to perform their duties effectively and safely. This helps prevent workplace injuries, supports compliance with safety standards, and promotes overall employee well-being.

Additional Fiscal Information

Facilities Management can absorb the cost of the providing safety shoes or work boots reimbursement for Building Services Engineers into their current budget allocation.

ATTACHMENT:

Attachment 1 – Fully Executed Side Letter with SEIU the County of Riverside

**SIDE LETTER OF AGREEMENT
BETWEEN
THE COUNTY OF RIVERSIDE ("County")
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 19, Dress Codes and Uniforms, Section 2, Uniforms, Subsection B, Department Specific Uniforms/Equipment, of the 2024 – 2027 Memorandum of Understanding ("MOU"), by adding the following subsection:

B. Department Specific Uniforms/Equipment

12. Facilities Management

The department will reimburse employees in the following classification(s) up to one hundred fifty dollars (\$150) per fiscal year for the purchase of one pair of approved safety shoes or work boots from a department-approved vendor. Reimbursement requires submission of acceptable proof of purchase. Employees who receive reimbursement or are issued footwear must wear the approved safety shoes or work boots while performing their duties.

<u>Classification</u>	<u>Job Code</u>
Building Services Engineer	62755

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

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

FOR THE COUNTY OF RIVERSIDE

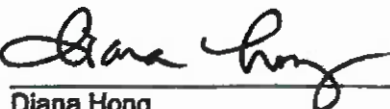


Tami Douglas-Schatz
Human Resources Director

9/30/2025

Date

FOR THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721



Diana Hong
Interim Coordinator

9/30/2025

Date