

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



**ITEM: 3.31
(ID # 29505)**

MEETING DATE:
Tuesday, December 16, 2025

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: Approval of Side Letter Agreements with Service Employees International Union, Local 721 (SEIU) and the Laborers' International Union of North America, Local 777 (LIUNA) to add a time computation exception for Fire Department Cost Recoverable Assignments and amend the authorization for overtime work. [Total Cost - \$ 0, Ongoing Cost \$ 0 – 100% Departmental Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Side Letter Agreement with the Service Employees International Union, Local 721, to add an exception for Fire Department Cost Recoverable Assignments and amend the authorization for overtime work.
2. Approve the Side Letter Agreement with the Laborers' International Union of North America, Local 777, to add an exception for Fire Department Cost Recoverable Assignments and amend the authorization for overtime work.

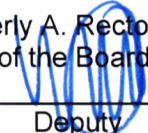
ACTION:


Tami Douglas-Schatz, Director of Human Resources 12/1/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Perez and duly carried, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Spiegel, Washington, Perez, and Gutierrez
Nays: None
Absent: Medina
Date: December 16, 2025
xc: HR

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

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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 Budgets			Budget Adjustment:	No
			For Fiscal Year:	25/26

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

In California, Assistance by Hire (ABH) is a mechanism used by fire agencies to supplement staffing and equipment needs during emergency incidents, particularly during wildfire season. It allows local, state, and federal agencies to request resources—such as personnel and equipment—from other public agencies to support firefighting and emergency response operations. Under these assignments, the Riverside County Fire Department has deployed Fire Apparatus Technicians to assist with equipment maintenance and Fire Communication Dispatchers to provide critical call center and logistical support. The costs associated with these assignments are fully reimbursable to the assisting agency through the California Governor's Office of Emergency Services or the requesting agency, resulting in no cost to the County.

Separately, the Fire Department is also called upon to provide supplemental support for large-scale public events, such as the Coachella Valley Music and Arts Festival and other major gatherings. These assignments are also cost recoverable and are typically requested to ensure public safety and emergency preparedness during high-attendance events.

To support both emergency and non-emergency, cost-recoverable assignments, the Fire Department may offer volunteer opportunities for eligible employees to participate. With prior written approval from the Chief Deputy County Fire or their designee, eligible employees will be compensated for all hours deployed.

Given the unpredictable and extended nature of these assignments, the Fire Department is also requesting authority to allow employees to exceed the existing sixteen (16) hour daily work limit when authorized by the Department Head or designee, ensuring operational flexibility during emergency responses and major public events.

The County has reached tentative agreement, via Side Letters with both LIUNA and SEIU—subject to Board approval—to incorporate these provisions into the respective Memoranda of Understanding. Full details of the Side Letters are provided in the attachments.

Impact on Residents and Businesses

While these Side Letters do not have a direct or immediate impact on residents or businesses, it ensures that Fire Department personnel are compensated fairly when responding to regional

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emergencies. Maintaining a well-supported, deployable workforce enhances the County's ability to assist during major incidents while continuing to meet local public safety needs—ultimately benefiting the broader community. Lastly, providing reliable support to other jurisdictions also strengthens Riverside County's reputation when issuing its own ABH requests.

Additional Fiscal Information

There is no impact to the Fire Department's budget. The cost of personnel and equipment are fully reimbursed back by the agency requesting assistance or service.

ATTACHMENTS:

ATTACHMENT 1 – SEIU Fire Department Side Letter

ATTACHMENT 2 – LIUNA Fire Department Side Letter

SIDE LETTER OF AGREEMENT
BETWEEN
THE COUNTY OF RIVERSIDE
AND
THE SERVICE EMPLOYEES' INTERNATIONAL UNION LOCAL 721

This Side Letter of Agreement ("Agreement") between the County of Riverside ("County") and the Service Employee's International Union, Local 721 ("SEIU") (collectively "Parties") is entered into with respect to the following:

The Parties agree to amend Article 5, Workweek, Overtime, and Premium Pay, Section 2, Overtime, Subsection A, Overtime, of the 2024 – 2027 Memorandum of Understanding ("MOU") by adding the following:

Exceptions:

6. Fire Department Cost Recoverable Assignments:

The Fire Department may offer volunteer work to employees of the Fire Department to assist external agencies where the cost of the assignment is fully recoverable. If an employee meets the requirements as determined by the Department, employees may volunteer for these assignments by obtaining prior written approval from the Chief Deputy County Fire or Deputy Director. While on the assignment, the employee will be paid at their base hourly rate until they reach the FLSA threshold, at which point they will be paid at the FLSA overtime rate. At the discretion of the Chief Deputy County Fire or their designee, employees on these volunteer assignment(s) may be recalled to their regular assigned work location and duties as the work of the department is the priority.

Employees on an approved volunteer assignment may count all hours deployed on the assignment as time worked. Compensable time begins when the employee actually departs from their regular work location or designated reporting point as authorized by the Department, and ends when the employee returns to their regular work location, residence, or other department-approved release point following the conclusion of the assignment, whichever occurs first.

Travel time and on-assignment time are included within this period, provided the employee remains under the direction of the external agency or the Fire Department during the assignment.

The Parties agree to amend Article 5, Workweek, Overtime, and Premium Pay, Section 5, Overtime, Subsection C, Authorization for Overtime Work, to the following:

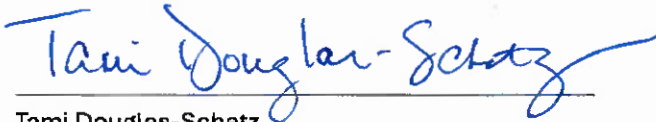
- C. Authorization for Overtime Work: Performance of overtime work may be authorized by the Department Head or designee. Employees shall not work more than sixteen (16) hours in any workday without prior written approval of the Department Head or designee, except in case of public emergency.

There shall be no favoritism in the assignment of overtime work.

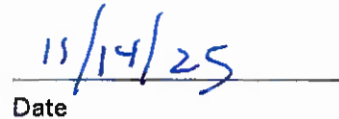
The terms of this Side Letter shall be incorporated into the successor MOU between the County and SEIU unless otherwise negotiated.

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.

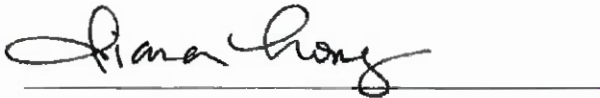
FOR THE COUNTY OF RIVERSIDE



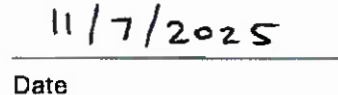
Tami Douglas-Schatz
Human Resources Director


Date

FOR THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721



Diana Hong
Interim Internal Organizing Campaign Coordinator


Date

**SIDE LETTER OF AGREEMENT
BETWEEN
THE 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 5, Overtime, Subsection B, Overtime Provisions of the Fair Labor Standards Act, of the 2024 – 2027 Memorandum of Understanding (“MOU”) by adding the following:

Exceptions:

10. Fire Department Cost Recoverable Assignments:

The Fire Department may offer volunteer work to employees of the Fire Department to assist external agencies where the cost of the assignment is fully recoverable. If an employee meets the requirements as determined by the Department, employees may volunteer for these assignments by obtaining prior written approval from the Chief Deputy County Fire or Deputy Director. While on the assignment, the employee will be paid at their base hourly rate until they reach the FLSA threshold, at which point they will be paid at the FLSA overtime rate. At the discretion of the Chief Deputy County Fire or their designee, employees on these volunteer assignment(s) may be recalled to their regular assigned work location and duties as the work of the department is the priority.

Employees on an approved volunteer assignment may count all hours deployed on the assignment as time worked. Compensable time begins when the employee actually departs from their regular work location or designated reporting point as authorized by the Department, and ends when the employee returns to their regular work location, residence, or other department-approved release point following the conclusion of the assignment, whichever occurs first.

Travel time and on-assignment time are included within this period, provided the employee remains under the direction of the external agency or the Fire Department during the assignment.

The Parties agree to amend Article IV, Pay Period, Workweek, Overtime and Premium Pay, Section 5, Overtime, Subsection C, Authorization for Overtime Work, to the following:

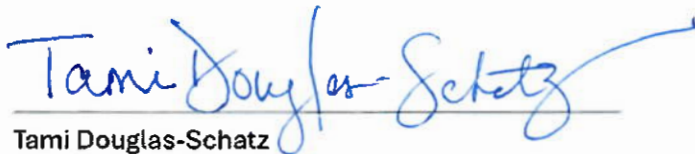
- C. Authorization for Overtime Work: Performance of overtime work may be authorized by the Department Head or designee. Employees shall not work more than sixteen (16) hours in any workday without prior written approval of the Department Head or designee, except in case of public emergency.

There shall be no favoritism in the assignment of overtime work.


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 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

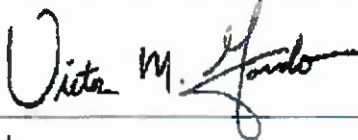


Tami Douglas-Schatz
Human Resources Director

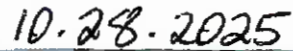


Date

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



Victor Gordo
Business Manager



Date