

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



**ITEM: 3.20
(ID # 29874)**

MEETING DATE:
Tuesday, March 03, 2026

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: Approval of Side Letter Agreements with Service Employees' International Union, Local 721 (SEIU) and Laborers' International Union of North America, Local 777 (LIUNA) to amend the Uniform Allowance provisions in their respective Memorandum of Understanding (MOU) to comply with revisions to the Fire Departments Uniform Policy. All Districts. [Total Cost - \$193,650, Ongoing Cost \$97,650, One-Time Cost: \$96,000– 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 amend Article XIX, Dress Codes and Uniforms, Department Specific Uniforms/Equipment, Section 1. Fire Department Employees.
2. Approve the Side Letter Agreement with Laborers' International Union of North America, Local 777 (LIUNA) to amend Article XXIII, Uniforms, Safety Shoes and Tools, Section 1, Uniforms, B. Department Specific Uniforms/Equipment, 3. Uniforms - Fire Department and Section 2. Safety Shoes.

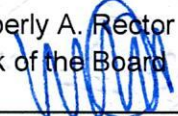
ACTION:


Tami Douglas-Schatz, Director of Human Resources 2/2/2026

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Medina, Spiegel, Perez, and Gutierrez
Nays: None
Absent: Washington
Date: March 3, 2026
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	\$96,000	\$97,650	\$193,650	\$97,650
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 current Memorandum of Understanding (MOUs) with Service Employees' International Union, Local 721 (SEIU) General Unit and Laborers' International Union of North America, Local 777 (LIUNA) include provisions for an annual uniform allowance. Recently, the Fire Department revised its Uniform Policy, requiring staff to repurchase certain uniforms to comply with the updated standards.

The Side Letters modify the "Uniforms" section of SEIU and LIUNA's MOUs to update uniform-related language and introduce a safety shoe allowance. Key changes include:

- A one-time \$400 uniform stipend to assist employees in repurchasing uniforms to meet the revised Department Policy.
- Clarification that uniform vouchers for new hires will be issued the first full pay period following hire or upon entering a uniformed classification.
- Expansion of eligible classifications for uniform allowance.
- Removal of the one-year waiting period for LIUNA-represented new hires which is consistent with SEIU's language.

Additionally, the Side Letters establish a safety shoe allowance of up to three hundred dollars (\$300) per fiscal year for eligible classifications whose duties require spending more than 50% of the workweek in the field.

Full details of the Side Letter agreements can be found in the attachments.

Impact on Residents and Businesses

While there is no immediate impact on residents and businesses as a result of these Side Letters, approving these modifications will provide staff direct financial relief for employees to comply with the updated Uniform Policy and reduce their out-of-pocket expenses. Also, removing the one-year waiting period for LIUNA aligns with benefits already provided to SEIU-represented employees, providing equity across represented groups. Lastly, the \$300 annual safety shoe allowance supports employees who spend significant time in the field,

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improving safety and comfort. This signals that the organization values employee well-being, which can boost engagement.

Additional Fiscal Information

The Fire Department can absorb the cost of providing a one-time uniform stipend and a safety shoes allowance into their current budget allocation.

Attachments:

Attachment 1: Fully Executed Side Letter between the County of Riverside and the Service Employees' International Union, Local 721

Attachment 2: Fully Executed Side Letter between the County of Riverside and Laborers' International Union of North America, Local 777


Cesar Bernal, PRINCIPAL MGMT ANALYST 2/26/2026

**SIDE LETTER to the
2024 – 2027
MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
COUNTY OF RIVERSIDE**

AND

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777 (LIUNA)

This Side Letter is entered into 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 Section 1. Uniforms, Subsection B. Department Specific Uniforms/Equipment of ARTICLE 23 – UNIFORMS, SAFETY SHOES AND TOOLS of the 2024 – 2027 "MOU" as reflected below unless otherwise negotiated:

B. Department Specific Uniforms/Equipment

3. Uniforms - Fire Department. The County shall provide a newly hired employee or an employee that newly enters a uniformed job classification a one-time initial voucher for uniforms not to exceed four hundred seventy-five dollars (\$475.00) per employee. Each employee must obtain written authorization through their supervisor before going to an approved vendor.

The voucher will be issued from County Fire Finance the first full pay period after hire or entering the uniformed classification and upon notification of hire date from supervisor. It is the employee's responsibility to request the initial voucher through their supervisor. Once the voucher is received, the employee will then obtain new uniform items from the contract vendor.

Additionally, the employee will receive twenty-five dollars and ninety-six cents (\$25.96) each pay period (26 pay periods) for a total annual uniform allowance of approximately six hundred seventy-five dollars (\$675). The following classifications in the Riverside County Department of Fire Protection shall be entitled to uniforms:

<u>Classification</u>	<u>Job Code</u>
Air Conditioning Mechanic	62711
Building Maintenance Mechanic	62740
Equipment Parts Storekeeper	15825
Fire Apparatus Technician I	66452
Fire Apparatus Technician II	66453
Fire Apparatus Technician III	66454
Fire Communications Dispatcher I	13806
Fire Communications Dispatcher II	13807
Fire Operations and Maintenance Worker	62110
Fire Prevention Technician	37870
Fire Safety Specialist	37872
Fire Systems Inspector	37873
IT Communications Technician II	86130
IT Communications Technician III	86131

IT User Support Technician II	86183
IT User Support Technician III	86185
Lead Truck Driver-Delivery	15836
Maintenance Carpenter	62221
Lead Maintenance Carpenter	62222
Maintenance Electrician	62231
Lead Maintenance Electrician	62232
Maintenance Plumber	62271
Storekeeper	15833
Truck Driver-Deliver	15832
Lead Air Conditioning Mechanic	62712
Lead Fire Operations & Maintenance Worker	62109

Employees who are employed in one of the above listed classifications the first day of the pay period following when this agreement is approved by the Board of Supervisors, shall receive a one-time Uniform stipend in the amount of four hundred dollars (\$400.00) to be used for the purchasing/re-purchasing of approved uniform items in accordance with the revised Fire Department Policy 31500. Employees will have sixty (60) calendar days from the issuance date to be in compliance with the Uniform standards outlined in the revised policy.

Safety Shoes – Fire Department

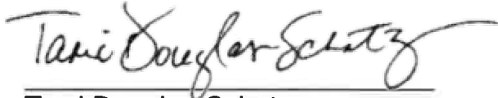
Effective July 1, 2026, the department shall reimburse employees in the following classifications a maximum of three hundred dollars (\$300) per fiscal year for the purchase of safety shoes. Protective Safety Shoe reimbursement would apply only to those employees in the following classifications who have regular duties requiring them to spend more than fifty percent (50%) of the workweek out in the field. Employees who are reimbursed for the purchase of protective safety work boots are required to wear their boots while performing their duties.

<u>Classification</u>	<u>Job Code</u>
Air Conditioning Mechanic	62711
Building Maintenance Mechanic	62740
Equipment Parts Storekeeper	15825
Fire Apparatus Technician I	66452
Fire Apparatus Technician II	66453
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This amendment will be effective the second full pay period following agreement by both parties and approval by the Board of Supervisors.

FOR THE COUNTY OF RIVERSIDE

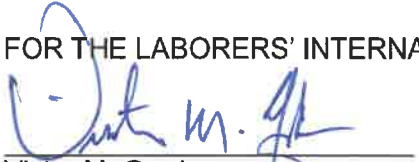


Tami Douglas-Schatz
Human Resources Director

12/15/2025

Date

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



Victor M. Gordo
Business Manager, LIUNA, Local 777

Date

12/11/25

**SIDE LETTER to the
2024 – 2027
MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
COUNTY OF RIVERSIDE
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721 (SEIU)**

This Side Letter is entered into 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 Section 2 Uniforms, Subsection B. Department Specific Uniforms/Equipment of ARTICLE 19 – DRESS CODES AND UNIFORMS of the 2024 – 2027 “MOU” as reflected below unless otherwise negotiated:

B. Department Specific Uniforms/Equipment

1. Fire Department Employees. The County shall provide a newly hired employee or an employee that newly enters a uniformed job classification a one-time initial voucher for uniforms not to exceed four hundred seventy-five dollars (\$475.00) per employee. Each employee must obtain written authorization through their supervisor before going to an approved vendor. The voucher will be issued from County Fire Finance the first full pay period after hire or entering the uniformed classification and upon notification of hire date from supervisor. It is the employee's responsibility to request the initial voucher through their supervisor. Once the voucher is received, the employee will then obtain new uniform items from the contract vendor.

Additionally, the employee will receive \$25.96 each pay period (26 pay periods) for a total annual uniform allowance of approximately six hundred seventy-five dollars (\$675). The one-time initial voucher and annual allowance will be provided for each employee in the following classifications:

Supervising Fire Marshal (Job Code 37876)
Fire Communications Supervisor (Job Code 13804)
Senior Fire Communications Dispatcher (Job Code 13808)
Supervising Fire Prevention Technician (Job Code 37871)
Public Safety Information Specialist (Job Code 13825)
Senior Public Information Specialist (Job Code 74234)
Fire Safety Engineer (Job Code 37877)
Fire Safety Engineer Associate (Job Code 37885)
Fire Apparatus Fleet Supervisor (Job Code 66474)
Supervising Storekeeper (Job Code 15834)
IT Supervising Systems Administrator (Job Code 86167)
IT Systems Administrator II/III (Job Code 86164/5)
IT Communications Analyst III (Job Code 86124)
IT Supervising Communications Technician (Job Code 86135)
Public Safety CAD Admin I/II/III (Job Code 86201/2/3)
Emergency Medical Services Coordinator (Job Code 79708)
Senior Emergency Medical Services Coordinator (Job Code 79709)

Senior Media Production Specialist (Job Code 92753)
Fire Department Facilities Planner (Job Code 37881)
Building Maintenance Supervisor (Job Code 62771)
Registered Nurse V (Job Class 74052)
IT Supervising Communications Analyst (Job Code 86125)
IT Supervising Business System Analyst (Job Code (86119)
Emergency Services Program Supervisor (Job Code 74169)
Facilities Project Manager III (Job Code 76608)
Assistant Nurse Manager (Job Code 74023)
Operations and Maintenance Supervisor (Job Code 66507)

Each employee may decide how many garments to purchase; however, each employee is required to have the prescribed uniform items whenever reporting for duty.

Employees who are employed in one of the above listed classifications on the date this agreement is approved by the Board of Supervisors shall receive a one-time Uniform stipend in the amount of four hundred dollars (\$400.00) to be used for the purchasing/re-purchasing of approved uniform items in accordance with the revised Fire Department Policy 31500. Employees will have 60 days from the issuance date to be in compliance with the Uniform standards outlined in the revised policy.

Safety Shoes – Fire Department

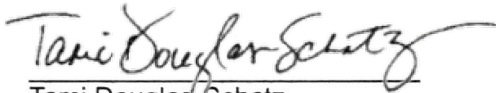
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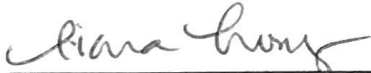


Tami Douglas Schatz
Human Resources Director

1/14/2026

Date

FOR THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721



Diana Hong, Interim Coordinator

12/12/2025

Date