

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



ITEM: 3.19
(ID # 30124)

MEETING DATE:
Tuesday, April 14, 2026

FROM : HUMAN RESOURCES AND DPSS

SUBJECT: HUMAN RESOURCES: Approval of a Side Letter Agreement with Service Employees' International Union, Local 721 (SEIU) to amend the Compensation provision of the 2025-2027 Memorandum of Understanding (MOU). All Districts. [Total Cost - \$325,000, Ongoing Cost \$260,000, One-Time 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 (SEIU) to amend Article 29 – COMPENSATION, Section 2. Retention Stipend and Bonuses.

ACTION:Policy

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Washington 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: April 14, 2026
xc: HR, DPSS

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	\$65,000	\$260,000	\$325,000	\$260,000
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% Department Funds			Budget Adjustment:	No
			For Fiscal Year:	25/26

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside County Department of Public Social Services (DPSS) operates the Harmony Haven facility in Beaumont. Harmony Haven provides short-term transitional housing for foster children and continues to experience significant staffing and retention challenges.

To address these issues, DPSS requested a \$500 quarterly bonus for employees in the classifications of Residential Care Worker, Residential Care Social Worker and Residential Care Supervisor. The bonus will apply regardless of an employee's years of service and will require employees to work at least 75% of their scheduled hours during the quarter to remain eligible. Fully staffed, there are approximately 130 staff members in these classifications that have the potential to qualify. The intent of the bonus is to improve attendance and support the retention of qualified staff at this difficult-to-staff location. The County shall have the discretion to determine the effectiveness of the bonus and revise or discontinue if it's deemed ineffective.

The County and SEIU have tentatively agreed, via Side Letter and subject to Board approval, to amend Article 29 – Compensation, Section 2, Retention Stipend and Bonuses of the 2024–2027 SEIU Memorandum of Understanding (MOU).

Full details of the Side Letter agreement can be found in the attachment.

Impact on Residents and Businesses

While there is no immediate impact on residents and businesses as a result of this Side Letter, increasing staffing reliability positively impacts residents by providing greater continuity of care, emotional stability, and a safer, more supportive environment. Additionally, improved operations at Harmony Haven benefit the surrounding community and local businesses by reducing service disruptions and contributing to a stable and well-functioning County facility.

Additional Fiscal Information

The Department of Public Social Services can absorb the cost of providing a quarterly \$500 bonus to employees with their current budget allocation.

Attachments

Attachment 1: Side Letter with SEIU for Harmony Haven Bonus Clean Version

**SIDE LETTER to the
2025 – 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 of Article 29 – COMPENSATION of the 2024 – 2027 "MOU" as reflected below unless otherwise negotiated:

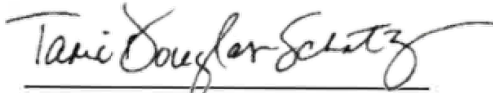
Section 2. Retention Stipend and Bonuses

3. Harmony Haven. Residential Care Worker, Residential Care Social Worker, and Residential Care Supervisor classifications assigned to Harmony Haven shall receive a quarterly retention bonus of five hundred dollars (\$500.00). To qualify for the quarterly bonus an employee assigned to Harmony Haven must work at least seventy-five percent (75%) of their regularly scheduled daily shifts during the fiscal quarter. The employee must complete their entire shift to be counted toward the seventy-five percent (75%). The retention bonus will be prorated during the first and last fiscal quarter the employee is assigned to Harmony Haven, assuming the employee works seventy-five (75%) percent of their regularly scheduled shifts during these quarters.

The County shall have the discretion to determine the effectiveness of this retention bonus and can revise or discontinue it if deemed ineffective.

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

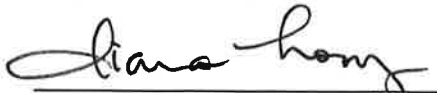


Tami Douglas-Schatz
Human Resources Director

2/26/2026

Date

FOR THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721



Diana Hong, Interim Coordinator

2/11/2026

Date