

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



**ITEM:** 3.20  
(ID # 30163)

**MEETING DATE:**  
Tuesday, April 14, 2026

**FROM :** HUMAN RESOURCES AND SHERIFF'S DEPARTMENT & WASTE RESOURCES

**SUBJECT:** HUMAN RESOURCES: Approval of the Side Letter Agreement with the Service Employees International Union, Local 721 (SEIU) to establish specialty pay, work boot and tool reimbursement for the Supervising Aircraft Mechanic job classification and to clarify the Safety Shoe provision. [Total Cost - \$ 8,028, Ongoing Cost \$6,690 – 100% Department Budget]

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Approve the Side Letter Agreement with the Service Employees International Union, Local 721, to establish specialty pay, work boot and tool reimbursement for the Supervising Aircraft Mechanic job classification.
2. Approve the Side Letter Agreement with the Service Employees International Union, Local 721, to amend Article 19 - Dress Codes and Uniforms to clarify the Safety Shoe provision.

**ACTION:**

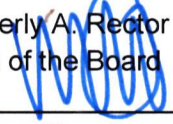
  
Tami Douglas-Schatz, Director of Human Resources 3/25/2026

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**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, Waste

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>	\$1,338	\$6,690	\$8,028	\$6,690
<b>NET COUNTY COST</b>	\$1,338	\$6,690	\$8,028	\$6,690
<b>SOURCE OF FUNDS:</b> 100% Department Budget			<b>Budget Adjustment:</b> No	
			<b>For Fiscal Year:</b> 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 the following provisions of the 2024-2027 Memorandum of Understanding (MOU) with SEIU: Article 5 - Workweek, Overtime and Premium Pay, Section 3, Subsection "DD", Supervising Aircraft Mechanic Inspection Pay, Article 19 - Dress Codes and Uniforms, Section 2, Subsections 5, Waste Resources and 12, Sheriff's Department, and Section 3, Subsection 1, Sheriff's Department.

The proposed Side Letter establishes a premium pay for the Supervising Aircraft Mechanic job classification who performs aviation inspections/authorizations and for in-flight maintenance checks. The Side Letter also provides this class with an annual safety shoe allowance and stolen tool reimbursement. Furthermore, the Side Letter incorporates clarifying language requested by the Riverside County Department of Waste Resources regarding the Safety Shoe provision contained in Article 19 - Dress Codes and Uniforms. The clarification specifies that acceptable safety footwear may include steel or composite toes and/or a steel or composite shank. Currently, subordinate staff are eligible for this premium pay and safety shoe allowance. The proposed side letter would allow for the Supervisor assigned to perform this work to receive the same incentive.

**Impact on Residents and Businesses**

While this Side Letter does not create a direct or immediate impact on residents or businesses, it supports the County's ability to maintain safe and efficient operations by ensuring appropriate compensation for specialized aviation maintenance duties and by clarifying the Safety Shoe provision. This clarification also helps ensure employees performing field and operational work are equipped with appropriate protective footwear, supporting safe and effective service delivery to the community.

**Additional Fiscal Information**

The estimated annual cost associated with the Supervising Aircraft Mechanic specialty pay and related benefits is approximately \$6,690 for a full fiscal year and will be absorbed within the existing budget of the Riverside County Sheriff's Office. The clarification of the Safety Shoe provision within Article 19 does not create any additional fiscal impact, as it only clarifies acceptable footwear under the existing allowance.

**Attachment.**

Attachment 1 - Fully Executed Inspection Premium & Safety Shoe Side Letter with SEIU/County of Riverside

**SIDE LETTER OF AGREEMENT  
BETWEEN  
COUNTY OF RIVERSIDE  
AND  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721**

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 5 – Workweek, Overtime and Premium Pay, Section 3, Subsection “DD”, Supervising Aircraft Mechanic Inspection Pay, Article 19 – Dress Codes and Uniforms, Section 2, Subsections 5, Waste Resources and 12, Sheriff’s Department, and Section 3, Subsection 1, Sheriff’s Department of the 2024 – 2027 Memorandum of Understanding (“MOU”) as reflected below:

**Article 5**

Workweek, Overtime and Premium Pay

Section 3. Premium Pay

DD. Supervising Aircraft Mechanic Inspection Pay.

1. Supervising Aircraft Mechanics who possess a valid Federal Aviation Inspection License that provides the employee the ability to perform Inspection Authorizations shall be entitled to a differential of three dollars (\$3.00) for all hours worked.
2. Supervising Aircraft Mechanics assigned to in-flight maintenance checks shall receive three dollars (\$3.00) per hour for hours worked in which they directly perform in-flight maintenance checks.

**Article 19**

Dress Codes, Uniforms, and Tools

Section 2. Uniforms

5. Waste Resources

Safety Shoes. As authorized by the Department Head and upon presentation of proof of purchase acceptable to the department, the department shall reimburse employees a maximum of three hundred dollars (\$300.00) per fiscal year, for the purchase of safety shoes to be worn by the employee during the performance of their duties. Safety shoes must be either steel or compost-toed and/or include a steel or composite shank in the sole. Reimbursement would apply only to those employees in the following classifications who have regular duties that require them to spend 50% or more of their workweek 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.

Equipment Operator II - WRMD  
Senior Engineering Technician - WRMD  
Automotive Service Supervisor  
Commercial & Heavy Equipment Training Officer  
Equipment Service Supervisor  
Operations and Maintenance Supervisor  
Operations and Maintenance Supervisor - WRMD

Warehouse Supervisor  
Waste Management Operations Superintendent  
Waste Management Projects Supervisor

12. Sheriff's Department - The Department will provide employees in the Supervising Aircraft Mechanic classification with an annual safety shoe/work boot allowance, supplied through a department-selected third-party vendor. Employees who regularly spend more than fifty percent (50%) of the workweek in the field (e.g., performing duties inside an aircraft maintenance and repair facility) are eligible to receive up to three hundred dollars (\$300) per fiscal year. If an employee selects footwear that exceeds the applicable allowance, the employee will be responsible for paying the difference directly to the vendor. Employees who are provided protective safety work boots are required to wear them while performing their duties, as designated by Management.

Section 3. Stolen Tools

1. Sheriff's Department - The Department will provide and designate a place for the safekeeping and storage of employees' work tools. An employee in the Supervising Aircraft Mechanic classification who utilizes the locked storage area and whose tools are stolen will be reimbursed up to ten thousand dollars (\$10,000.00) per incident for the fair market value of the tools stolen in excess of one hundred dollars (\$100.00) provided a prompt report of the theft is made to the police.

All tools must be marked with an appropriate identifying mark as determined by the County and listed on an inventory given by the employee to the Department Head or his designee prior to the theft in order for the employee to be entitled to the reimbursement. In any event, no employee shall lose their employment solely due to the theft of tools from a County facility or vehicle.

These amendments 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

3/10/2026

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Date

FOR THE SERVICE EMPLOYEES  
INTERNATIONAL UNION, LOCAL 721

  
Diana Hong, Interim Coordinator

2/18/2026

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Date