

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

539



**FROM:** Human Resources Dept.      **SUBMITTAL DATE:** April 17, 2003

**SUBJECT:** Approval of Agreement with the Public Safety Unit

**RECOMMENDED MOTION:** That the Board of Supervisors approve Attachment "A", the Agreement with the Riverside Sheriff's Association, representing the Public Safety Unit.

**BACKGROUND:** After numerous bargaining sessions the County reached agreement with the Riverside Sheriff's Association (RSA) on March 27, 2003, for a sixty-seven month labor contract from July 1, 2000 through January 31, 2006. The agreement calls for cost-of-living pay increases as follows: 5% on April 3, 2003; an additional salary step (2.71%) and step advancement of employees who have been at the top step for one year, effective July 10, 2003; 5% on January 8, 2004; 6% on January 6, 2005; and an additional salary step (2.71%) for all Deputy Probation Officer job classes and step advancement of employees who have been at the top step for one year, effective January 19, 2006.

(continued on page 2)

Ronald W. Komers  
Asst. County Executive Officer/  
Human Resources Director

**FINANCIAL DATA:**

<b>CURRENT YEAR COST:</b>	\$ 311,567	<b>ANNUAL COST:</b>	See Below
<b>NET COUNTY COST:</b>	\$ 74,776	<b>IN CURRENT YEAR BUDGET:</b>	YES
<b>BUDGET ADJUSTMENT:</b>	NO	<b>FOR FY:</b>	
<b>SOURCE OF FUNDS:</b>	Departmental Budgets	'03-'04:	\$ 2,200,783
		'04-'05:	\$ 4,051,321
		'05-'06:	\$ 2,954,172

**C.E.O. RECOMMENDATION:**

**APPROVE**

**COUNTY EXECUTIVE OFFICER SIGNATURE**

Consent Policy  
 Consent Policy  
 Consent Policy

Department Recommendation:  
Per Executive Office:

**Prev. Agn. Ref.**

**Dist.** ALL

**AGENDA NO.**

**3.0**

**Background (continued)**

The economic enhancements are not retroactive, but are effective at the beginning of the pay period following the date of tentative agreement.

We are in the process of finalizing the language of the Memorandum of Understanding and will return to the Board for approval.

The Public Safety Unit reports that this tentative agreement was approved and ratified by its membership on April 15, 2003. We recommend approval of the agreement and implementing actions.

The costs for this Agreement total \$9,517,843 over its term, and will be borne by the affected Departments budgets (Probation and Sheriff).

# Tentative Agreement – Public Safety Unit

Subject to ratification by the RSA Public Safety Unit and approval by the Riverside County Board of Supervisors, the parties agree to recommend the following:

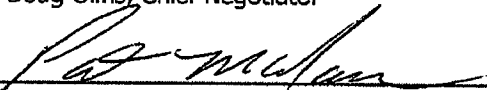
1. Term of agreement: July 1, 2000 to January 31, 2006.
2. **April 3, 2003:** wage increase - 5%
3. **July 10, 2003:** 2.71% step increase for all employees who were at top step for at least one year.
4. **January 8, 2004:** wage increase - 5%
5. **January 6, 2005:** wage increase - 6%
6. **January 19, 2006:** 2.71% step increase for all Deputy Probation Officer classifications at the top step for at least one year.
7. All other applicable terms and conditions of the 1997 – 2000 SEIU/PERC MOU shall continue to remain in full force and effect, as well as any modifications or additions thereto agreed to by the parties.
8. This tentative agreement is subject to approval of the whole agreement.

Tentatively agreed to this 27<sup>th</sup> day of March 2003:

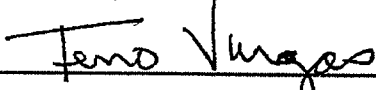
## For the RSA-PSU



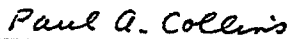
Doug Olins, Chief Negotiator



Pat McNamara, RSA President



Tino Vargas, Negotiations Committee Member



Paul Collins, Negotiations Committee Member



Dan Cline, Negotiations Committee Member

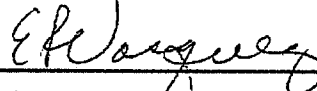


Kevin Nelson, Negotiations Committee Member

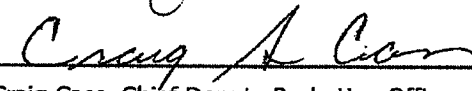
## For the County



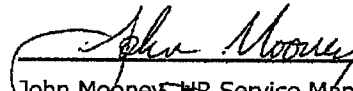
Debrah Freeman, Chief Negotiator



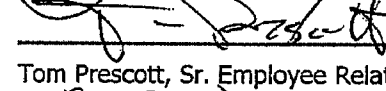
Ed Vasquez, Chief Deputy Probation Officer



Craig Cass, Chief Deputy Probation Officer



John Mooney, HR Service Manager



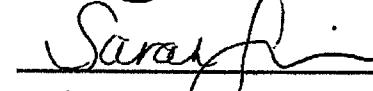
Tom Prescott, Sr. Employee Relations Rep.



Robin M. Downs, Sr. Employee Relations Rep.



Jim Caves, Employee Relations Rep.



Sarah Gothier, HR Technician II