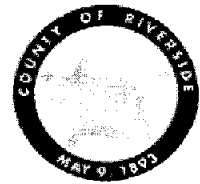


**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

262



**FROM:** Human Resources Department

**SUBMITTAL DATE:**  
July 21, 2008

**SUBJECT:** Approve the 2008-2012 Tentative Agreement with the Law Enforcement Management Unit (LEMU)

**RECOMMENDED MOTION:** That the Board of Supervisors approve the implementation of a 2008-2012 Tentative Agreement between the Law Enforcement Management Unit (LEMU) and the County of Riverside

**BACKGROUND:** LEMU asked to open negotiations for a new Memorandum of Understanding. Discussions began on April 23, 2008, and ten (10) bargaining sessions were held. A tentative agreement for a Memorandum of Understanding, covering 2008 through 2012, was reached on July 9, 2008. LEMU is currently ratifying the tentative agreement by ballot of the represented members.

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

**FINANCIAL DATA**

Current F.Y. Total Cost:	\$2,958,757.54	In Current Year Budget:	No
Current F.Y. Net County Cost:	\$ 1,242,678.16	Budget Adjustment:	No
Annual Net County Cost:	\$ 1,242,678.16	For Fiscal Year:	2008-09

<b>SOURCE OF FUNDS:</b> Departmental Budget and Contract Cities Revenue	<b>Positions To Be Deleted Per A-30</b>	<input type="checkbox"/>
	<b>Requires 4/5 Vote</b>	<input type="checkbox"/>

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

BY:   
Elizabeth J. Olson

**County Executive Office Signature**

- Policy
- Policy
- Consent
- Consent

Dept't Recomm.:  
Per Exec. Ofc.:

**Prev. Agn. Ref.:** | **District:** | **Agenda Number:**

**3.87**

**BACKGROUND (continued):**

The successor Memorandum of Understanding includes a 16% wage increase over a four-year period and:

- One-time educational reimbursement fund
- Educational incentives for Bachelor and Master Degrees
- Wellness Program
- Bilingual Pay
- Post Retirement alternative (VEBA contributions)

Attachment "A" provides a complete summary of the key elements of the tentative agreement. We request approval to begin implementation of this agreement subject to receiving formal notice of ratification from LEMU.

## Attachment "A"

### LEMU Compensation Package County/LEMU Tentative Agreement July 9, 2008

- **Term:** 4.0 Years – July 1, 2008 to June 30, 2012
- **Wages:** ATB = Across the Board

3.0% ATB	1.5% ATB	1.5% ATB	2.0% ATB	2.0% ATB	2.0% ATB	2.0% ATB	2.0% ATB	16%
Additional 4.50% for Captains (total of 7.5%)								20.5%

- **Education Incentive:**
  - Effective July 3, 2008 - 2.5% of base salary for a bachelor's degree
  - Effective July 3, 2008 - An additional 2.5% of base salary (for a total of 5%) for a master's degree
- **Educational Reimbursement:**
  - A pool of \$300,000 (one time contribution) to be used for educational reimbursement for Sergeants and Lieutenants
- **POST Certificates:**
  - Effective June 3, 2010 - Increase premium pay for Intermediate Certificate from 6% to 7% and increase premium for Advanced Certificate from 11% to 12%
- **Flexible Benefit Contributions:**
  - Effective January 2, 2009 - increase monthly contribution by \$72 to \$751.28
  - Effective January 14, 2010 – increase monthly contribution by \$36 to \$787.28
  - Effective January 13, 2011 – increase monthly contribution by \$36 to \$823.28
  - Effective January 12, 2012 – increase monthly contribution by \$36 to \$859.28
- **VEBA:**
  - Effective July 3, 2008 - \$30/pay period/member into the County's VEBA
  - Effective July 2, 2009 – Additional \$30/pay period/member (\$60 total/pay period)
  - Effective July 1, 2010 – Additional \$30/pay period/member (\$90 total/pay period)
  - Effective July 14, 2011 – Additional \$30/pay period/member (\$120 total/pay period)
- **Bilingual Pay:**
  - Effective July 3, 2008 - Implement County's bilingual program.
    - Level 1: \$40 per pay period (50¢ per hour) (max 80 hrs/bi-week)
    - Level 2: \$60 per pay period (75¢ per hour) (max 80 hrs/bi-week)
    - Level 3: \$80 per pay period (\$1.00 per hour) (max 80 hrs/bi-week)
- **Wellness:**
  - Effective July 3, 2009 –
    - Fitness Assessment max \$300/year
    - Meets Standards max \$300/year
    - Remedial training max \$300/year
    - No more than \$600 per year per employee