

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



ITEM: 3.14
(ID # 22028)

MEETING DATE:
Tuesday, June 13, 2023

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Adoption of the Side Letter Agreement with the Law Enforcement Management Unit (LEMU) Regarding Recognition and Uniforms, All Districts. [Total Cost: \$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Adoption of the side letter between Law Enforcement Management Unit (LEMU) and County of Riverside to amend the Recognition and Uniform sections of the 2021-2026 Memorandum of Understanding (MOU).

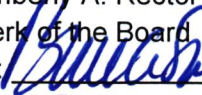
ACTION:


Michael Bowers, Assistant HR Director 6/5/2023

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Jeffries, Washington, and Gutierrez
Nays: None
Absent: Spiegel, Perez
Date: June 13, 2023
xc: H.R., LEMU

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	\$0	\$0	\$0	\$0
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: N/A			Budget Adjustment:	N/A
			For Fiscal Year:	N/A

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Previous Agenda Reference

3.22 14336 02/02/2021

3.22 20863 01/10/2023

Summary

On February 2, 2021, the Board approved the tentative agreement for a five (5) year Memorandum of Understanding (MOU) between the County of Riverside and the Law Enforcement Management Unit (LEMU), effective February 2, 2021 through February 1, 2026. As part of that MOU, the parties agreed to form a subcommittee to perform non-substantive cleanup of the language, spelling, grammar, and formatting within the MOU after its approval by the Board.

On January 10, 2023, the Board approved the 2021-2026 LEMU MOU, which incorporated the tentative agreement along with substantive and non-substantive changes that were previously agreed upon by the aforementioned subcommittee.

Recently, it was discovered that Article VIII, Section 7 Uniforms, of the 2021-2026 MOU includes language indicating that certain classifications would receive a uniform allowance of \$60 per month. The language in this section was intended to indicate that certain classification would have their uniform allowance increased by \$60 per month from the amounts listed in the 2018-2020 LEMU MOU.

Per the 2018-2020 LEMU MOU, Sheriff's Sergeants, Correctional Sergeants, Coroner Sergeants and Supervising District Attorney Investigators would receive a uniform allowance of \$38.46 per pay period, while Sheriff's Lieutenants, Correctional Lieutenants, Coroner Lieutenants, Sheriff's Captains, Correctional Captains, and DA Bureau Commanders would receive a uniform allowance of \$19.23 per pay period.

Based on the intent of the 2021-2026 LEMU MOU, uniform allowances should have been increased by \$60 per month for Sheriff's Sergeant, Correctional Sergeant, Coroner Sergeant, Sheriff's Lieutenant, Correctional Lieutenant, Coroner Lieutenant, Sheriff's Captain and Correctional Captain. The correct uniform allowance amounts have been reported to CalPERS and also align with the intent of the parties; however, in order to be in compliance with CalPERS

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regulations related to uniforms, CalPERS requires the governing body to adopt/approve reportable amounts. As such, Human Resources is recommending adoption of this side letter with LEMU, which amends the 2021-2026 LEMU MOU to correctly identify the appropriate uniform allowance amounts for each classification.

Additionally, adoption of this side letter will also add the Correctional Captain classification to Article II, Section 1 Recognition, which was inadvertently left off of the 2021-2026 LEMU MOU.

Impact on Residents and Businesses

Approval of this side letter will have no direct impact on residents or businesses.

Additional Fiscal Information

There is no additional fiscal impact because the correct amounts have been paid to the employees and reported to CalPERS.

ATTACHMENT A Side Letter between Riverside County and LEMU

SIDE LETTER OF AGREEMENT

BETWEEN

COUNTY OF RIVERSIDE

AND

THE RIVERSIDE COUNTY
LAW ENFORCEMENT MANAGEMENT UNIT

This Side Letter of Agreement ("Agreement") between the County of Riverside ("County") and the Riverside County Law Enforcement Management Unit ("LEMU") (collectively "Parties") is entered into with respect to the following:

WHEREAS, the Parties have entered into a Memorandum of Understanding ("MOU") with a term of February 2, 2021, through February 1, 2026; and

WHEREAS, the Parties wish to modify Article II, Section 1, Recognition, to include the Correctional Captain classification; and

WHEREAS, the Parties wish to modify Article VIII, Section 7, Uniforms, to accurately reflect the February 2021 agreement by the Parties to increase the existing Uniform allowance for Sheriff's Department classifications by \$60 per month; and

WHEREAS, the following sets forth the Parties' Agreement:

Article II, Section 1 – Recognition

CLASS CODE	CLASS TITLE
37611	Sheriff's Sergeant
37634	Sheriff's Sergeant – 84
37612	Sheriff's Sergeant A
37635	Sheriff's Sergeant A - 84
37613	Sheriff's Sergeant B
37636	Sheriff's Sergeant B - 84
37614	Sheriff's Lieutenant
37615	Sheriff's Lieutenant A
37616	Sheriff's Lieutenant B
37617	Sheriff's Captain
37618	Sheriff's Captain A
37619	Sheriff's Captain B
52213	Correctional Sergeant
52224	Correctional Sergeant - 84
52214	Correctional Lieutenant
52215	Correctional Captain

37625	Coroner Lieutenant
37516	Coroner Lieutenant A
37517	Coroner Lieutenant B
37503	Coroner Sergeant
37514	Coroner Sergeant A
37515	Coroner Sergeant B
37667	D.A. Bureau Commander
37668	D.A. Bureau Commander (A)
37669	D.A. Bureau Commander (B)
37727	Supervising District Attorney Investigator

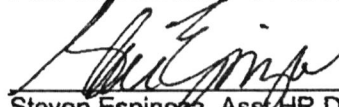
Article VIII, Section 7 – Uniforms

Effective February 25, 2021, the uniform allowance for incumbents of an eligible classification shall be in accordance with the chart below:

<u>Eligible Classifications</u>	<u>Annual Uniform Amount</u>
D.A. Bureau Commander	\$500
Supv D.A. Investigator	\$1,000
Sheriff's Lieutenant Correctional Lieutenant Coroner's Lieutenant Sheriff's Captain Correctional Captain	\$1,220
Sheriff's Sergeant Correctional Sergeant Coroner Sergeant	\$1,720

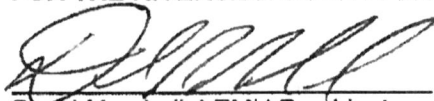
Uniform Allowance shall be provided on a per pay period basis. Uniform allowance will not be paid for any pay period where an employee was in unpaid status for the entire pay period.

FOR THE COUNTY OF RIVERSIDE


 Steven Espinoza, Asst HR Director

5/12/23
 Date

FOR THE RIVERSIDE COUNTY LAW ENFORCEMENT MANAGEMENT UNIT


 David Marshall, LEMU President

05-11-2023
 Date