

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



ITEM: 3.42
(ID # 22733)

MEETING DATE:
Tuesday, August 29, 2023

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Approval of the Side Letter Agreement with the Riverside Sheriffs' Association, Public Safety Unit (RSA-PSU) Regarding the Education Incentive for Probation Corrections Officers and Senior Probation Corrections Officers, All Districts. [Total Cost \$937,557, with an ongoing cost of \$495,954 - 100% Probation Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approval of the Side Letter Agreement with the Riverside Sheriffs' Association, Public Safety Unit (RSA-PSU) Regarding the Education Incentive for Probation Corrections Officers and Senior Probation Corrections Officers.

ACTION: Policy


Michael Bowers, HR Director 8/8/2023

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Perez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Perez, Washington, and Gutierrez
Nays: None
Absent: None
Date: August 29, 2023
xc: H.R.

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	\$ 441,603	\$ 495,954	\$ 937,557	\$ 495,954
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: 100% Probation Department Budget			Budget Adjustment:	No
			For Fiscal Year:	FY 23/24

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside County Probation Department operates three juvenile detention facilities located in the Riverside, Southwest, and Coachella Valley regions. One residential treatment facility, the Alan M. Crogan Youth and Treatment Education Center (AMC-YTEC), operates in Riverside. The detention facilities primarily house youth pending court hearings or out-of-home placement. AMC-YTEC provides residential treatment programs and services to youth who are committed to this program by the Court. This includes re-entry case planning while housed and community supervision upon release.

The Department has approximately 160 employees between the Probation Corrections Officer (PCO) and Senior Probation Corrections Officer (Sr PCO) classifications. These classifications historically required 60 semester or 90 quarter units of college coursework. This made it difficult for the Department to recruit qualified individuals, as most other Probation Agencies do not require higher education as a prerequisite for employment. Several other Probation Agencies also offer Education Incentives to their staff.

Recently, the County of Riverside engaged RSA-PSU on Side Letter negotiations to discuss the removal of the coursework as a job requirement for both the PCO and Sr PCO classifications and add an Education Incentive to continue to encourage employees to continue to seek individual professional growth. On July 31, 2023, the County and RSA-PSU agreed on a Side Letter to the RSA-PSU MOU to add a new Education Incentive for the PCO and Sr PCO classifications of 2.5% for an Associate Degree or 4% for a Bachelor's Degree effective August 10th, 2023, and to remove the required 60 semester or 90 quarter units of college coursework in exchange of the aforementioned Education Incentives, among other changes to the job descriptions. The full terms of the Side Letter can be found in Attachment A.

Impact on Residents and Businesses

The terms of the Side Letter Agreement will allow the Probation Department to recruit and retain additional highly qualified staff to serve the County.

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Additional Fiscal Information

The cost assumes all PCO and Sr PCO incumbents are eligible for the highest possible Education Incentive amount annually.

ATTACHMENT A - Side Letter Agreement between COR and RSA-PSU re: Education Incentive.

SIDE LETTER OF AGREEMENT

BETWEEN

COUNTY OF RIVERSIDE

AND

**RIVERSIDE SHERIFF'S ASSOCIATION
PUBLIC SAFETY UNIT (RSA-PSU)**

This Side Letter of Agreement ("Agreement") between the County of Riverside ("County") and the Riverside Sheriff's Association Public Safety Unit ("RSA-PSU") (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 October 27, 2020, through October 26, 2025; and

WHEREAS, the Parties wish to modify their MOU to add a new section "Education Incentive for Probation Corrections Officer and Senior Probation Corrections Officer" in exchange for the Association's agreement on the revisions to the PCO and Sr PCO Job Descriptions; and

WHEREAS, the following sets forth the Parties' Agreement:

1. The parties agree to modify Article IV, Section 3 – Premium Pay of their MOU effective August 10th, 2023, and following the Board of Supervisors approval to include the following:

WORKWEEK, OVERTIME AND PREMIUM PAY (ARTICLE IV)

Amend Article IV, Section 3.H (new) to include the following language:

- H. Education Incentive for Probation Corrections Officer and Senior Probation Corrections Officer
- Associate Degree – Any Probation Corrections Officer or Senior Probation Corrections Officer who possesses or earns an associate degree from an accredited university or college shall be paid a premium equivalent to two and a half percent (2.5%) of the employee's base hourly rate of pay for all hours actually worked, not exceeding eighty (80) hours per pay period, upon presentation of proof that the employee holds such degree.
 - Bachelor's Degree – Any Probation Corrections Officer or Senior Probation

Corrections Officer who possesses or earns a bachelor's degree from an accredited university or college shall be paid a premium equivalent to four percent (4%) of the employee's base hourly rate of pay for all hours actually worked, not exceeding eighty (80) hours per pay period, upon presentation of proof that the employee holds such degree.

- Employees in an eligible classification shall only be eligible for one (1) Education Incentive which shall correspond with their highest level of education received. Education Incentives shall not compound.

FOR THE COUNTY OF RIVERSIDE

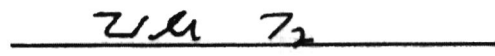


Steven Espinoza
Assistant Human Resources Director

8/8/23

Date

FOR THE RIVERSIDE SHERIFF'S ASSOCIATION PUBLIC SAFETY UNIT



William Young, RSA President

8/2/23

Date