

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



ITEM: 3.21  
(ID # 23122)

MEETING DATE:  
Tuesday, October 17, 2023

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Approval of the Side Letter Agreement with the Law Enforcement Management Unit (LEMU) Adding a New Watch Commander Assignment for Lieutenants, All Districts. [Total Cost \$868,493, with an ongoing cost of \$500,000 - 100% Sheriff's Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Side Letter Agreement between the Law Enforcement Management Unit (LEMU) and the County of Riverside (COR) adding a new Watch Commander Assignment premium for Lieutenants.

ACTION:Policy

  
Michael Bowers, HR Director 9/26/2023

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MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez  
Nays: None  
Absent: None  
Date: October 17, 2023  
xc: H.R.

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>	\$368,493	\$500,000	\$868,493	\$500,000
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS:</b> 100% Sheriff's Department Budget			<b>Budget Adjustment:</b> No	
			<b>For Fiscal Year:</b> 23/24	

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

**BACKGROUND:**

**Summary**

The County of Riverside has been engaged with the Law Enforcement Management Unit (LEMU) in Side Letter negotiations regarding a new premium pay for Sheriff's Lieutenants who are assigned as Watch Commanders. Lieutenants assigned as a Watch Commander ensure unity of command during non-business hours and maintain management oversight 24 hours a day for the Sheriff's Department. They act as the highest authority in the absence of other command staff to provide direction at the command level as needed. Watch Commanders may also be required to respond to any critical incident, major crime, and other significant events that occur after hours.

The agreement between the parties is to compensate Sheriff's Lieutenants at their straight time rate of pay for all hours worked while assigned as a Watch Commander.

Full details of the agreement can be found in the attached Side Letter, which was agreed to by the Parties on October 10<sup>th</sup>, 2023.

**Impact on Residents and Businesses**

There is no immediate impact on residents and businesses as a result of the new Watch Commander premium pay.

**Additional Fiscal Information**

The Sheriff's Department is able to absorb the cost of the new premium pay with their current budget allocations.

**Attachment 1: Side Letter Agreement between COR/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 VI, Section 5, Premium Pay to add a new section Sheriff's Lieutenant Watch Commander Assignment; and

**WHEREAS**, the following sets forth the Parties' Agreement:

ARTICLE VI: WORK SCHEDULES, WORKWEEK, OVERTIME, AND PREMIUM PAY

SECTION 5 - PREMIUM PAY

L. (New) Sheriff's Lieutenant Watch Commander Assignment (New)

Incumbents in the Sheriff's Lieutenant classification and who are assigned as a Watch Commander shall be eligible for straight time pay for all paid hours actually worked in excess of eighty (80) hours per Pay Period.

Paid leave shall count as hours worked for purposes of determining straight time pay in accordance with this provision.

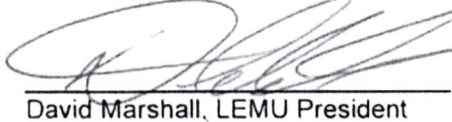
This amendment shall become effective the first full pay period following the date signed by both parties and approval by the Board of Supervisors.

FOR THE COUNTY OF RIVERSIDE

  
Steven Espinoza, Asst. HR Director

10/12/23  
Date

FOR THE RIVERSIDE COUNTY LAW ENFORCEMENT MANAGEMENT UNIT

  
David Marshall, LEMU President

10-10-23  
Date