

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



ITEM: 3.22
(ID # 26167)

MEETING DATE:
Tuesday, October 22, 2024

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: Approval of the Side Letter Agreements with the Riverside Sheriff's Association Law Enforcement Unit (RSA LEU) and Corrections Unit (RSA Corrections) to revise the probationary language of both MOUs. [Total Cost \$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Side Letter Agreements between the Riverside Sheriff's Association Law Enforcement Unit (RSA LEU), Riverside Sheriff's Association Corrections Unit (RSA Corrections) and the County of Riverside (COR) for the respective Memorandum of Understanding (MOU) to revise the probationary language.

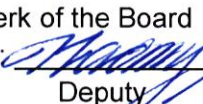
ACTION:


Tami Douglas-Schatz, Director of Human Resources 10/2/2024

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Gutierrez, 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 22, 2024
xc: H.R.

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

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

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: NA			Budget Adjustment:	No
			For Fiscal Year:	24/25

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The County of Riverside and the RSA LEU and the RSA Corrections Units have tentatively agreed upon revisions to clarify initial probationary period language and the probation of permanent employees' language following a change in classification or lateral transfer. Although, we are currently engaged with both the RSA LEU and Corrections Units in successor MOU negotiations, if approved, these Side Letters will allow the County to immediately implement the provisions while negotiations continue. The Side Letter language will then be incorporated into the successor MOUs.

RSA LEU

The purpose of this Side Letter is to address the probationary period of permanent employees in the classification of a Correctional Deputy who promotes to a Deputy Sheriff. The current MOU language provides for a 1,040-hour probationary period in a paid status for permanent employees who promote, demote or lateral transfer into the Deputy Sheriff classification which isn't an adequate duration of time to evaluate performance. The proposed Side Letter clearly outlines that when a Correctional Deputy promotes to a Deputy Sheriff, they will be on probation the duration of the academy. Once they successfully complete the academy, they will be on probation for an additional 3,120 hours. Additionally, if during the academy or during the probationary period following the academy, the employee does not pass probation, they will be returned to the Correctional Deputy classification, if they passed probation as a Correctional Deputy.

Language has also been added to clarify that a Deputy Sheriff Trainee is at-will and does not have a probationary period. It also explains that the probationary period of 3,120 hours will begin after the employee completes the Deputy Sheriff academy.

RSA Corrections

The purpose of this Side Letter is to revise the length of the probationary period for the Correctional Deputy I, for both initial probation and the probation of permanent employees (e.g. promotion/demotion/lateral transfer) to be 3,120 hours in a paid status. The purpose of this change is to ensure the County has adequate time to evaluate the employee in the Correctional

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
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Deputy I classification. The current MOU language includes the initial probation of the Correctional Deputy Trainee to run cumulatively with the Correctional Deputy I classification and this has proved to be an insufficient amount of time to evaluate the Correctional Deputy I, after the employee has successfully completed the academy in the Correctional Deputy Trainee classification. In addition, the current MOU language only provides a 1,040-hour probation in a paid status for permanent employees who promote, demote or lateral transfer into the Correctional Deputy I classification which isn't an adequate duration to evaluate performance. As such, the County proposed to revise the Correctional Deputy I probationary period to exclude the time as a Correctional Deputy Trainee and require the full 3,120 hour probationary period for the classification.

Language has also been added to clarify the rate increases for the Correctional Deputy Trainee when transitioning to the Correctional Deputy I/II.

Lastly, for both RSA LEU and RSA Corrections, language has been added to specify that candidates from external agencies who lateral transfer into the Deputy Sheriff or Correctional Deputy will serve a 2,080-hour probationary period. This isn't a change in practice, rather a clarifier in the language.

The Sheriff's Department agrees with these terms and a tentative agreement was reached with RSA LEU and RSA Corrections on the proposed language. Attached are the fully executed Side Letters subject to approval by the Board.

Impact on Residents and Businesses

Approval of these Side Letters will have no direct impact on residents or businesses.

ATTACHMENTS:

Attachment 1. RSA LEU Side Letter Clean

Attachment 2. RSA LEU Side Letter Strikeout

Attachment 3. RSA Corrections Side Letter Clean

Attachment 4. RSA Corrections Side Letter Strikeout

SIDE LETTER OF AGREEMENT

BETWEEN

COUNTY OF RIVERSIDE

AND

THE RIVERSIDE SHERIFFS' ASSOCIATION LAW ENFORCEMENT UNIT

This Side Letter of Agreement ("Agreement") between the County of Riverside ("County") and the Riverside Sheriffs' Association Law Enforcement Unit ("RSA LEU") (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 December 10, 2019, through December 9, 2024; and

WHEREAS, the Parties wish to modify their MOU to modify the Length of Initial Probation for the Deputy Sheriff Trainee and Deputy Sheriff and the Length of Permanent Employees following Change in Class or lateral Transfer; and

WHEREAS, the following sets forth the Parties' Agreement:

The parties agree to modify Article VII, General Personnel Provisions, Section B. - Length of Initial Probation for Deputy Sheriff Trainee and Deputy Sheriff and Section 1.E – Probation of Permanent Employees following Change in Class or lateral Transfer as follows:

Section 1. PROBATION

B. Length of Initial Probation. The length of the initial probationary period in a paid status (not inclusive of overtime) for persons in the following classifications is:

Deputy Sheriff	3120 hours
Deputy Sheriff Lateral (External Agency)	2080 hours
Welfare Fraud Investigator	3120 hours
Supervising Welfare Fraud Investigator	2080 hours

All other classes in the Law Enforcement Unit 2080 hours

A Correctional Deputy who submits to become a Deputy Sheriff shall be subject to the following: While in the Deputy Sheriff academy, the employee shall be a Deputy Sheriff, but shall be on probation. Once the employee completes the academy and starts working as a Deputy Sheriff, their probationary period of 3,120 hours shall begin. The time in the academy on probation does not count towards

the 3,120 hour probationary period that exists once the academy ends and the employee is working as a Deputy Sheriff. If during the academy or during their probationary period following the academy they do not pass probation, if the employee had passed probation as a Correctional Deputy, the employee shall be permitted to return to their former classification of Correctional Deputy.

A Deputy Sheriff Trainee (i.e., an employee training to be a Deputy Sheriff with the exception of a current Correctional Deputy) is an at-will classification and does not have a probationary period in the classification of Trainee. A Deputy Sheriff Trainee in the academy will remain at-will until they graduate the academy, and their probationary period does not start until they graduate from the academy and begin working as a Deputy Sheriff. A probationary period of 3,120 hours will begin after such employee completes the Deputy Sheriff academy.

- E. Probation of Permanent Employees following Change in Class or lateral Transfer:
All regular employees of the County who promote, demote, or transfer must serve a probationary period equivalent to 1040 hours in a paid status (with the exception of an employee who promotes or demotes to the classification of Deputy Sheriff, whose probationary period is 3,120 hours in a paid status after completing the academy. Welfare Fraud Investigator, whose probationary period is 3,120 hours in a paid status or an employee who promotes or demotes to the classification of Supervising Welfare Fraud Investigator, whose probationary period is 2080 hours in a paid status per paragraph B above). This probationary period can be extended by an additional 1,040 hours. The decision to extend this probation is not subject to the filing of a grievance or a challenge.

During the probationary period in a paid status following a promotion, transfer or demotion, a regular employee who held permanent status at the time of the promotion, transfer or demotion shall, upon the department head's request, be returned to a position in the previously held classification in the former employing department. If the return involves a change in class, the salary range placement shall be the same range placement at which the employee held immediately prior to the promotion, transfer or demotion, and the employee's anniversary date shall be determined as if the date of demotion were the date of employment. The effective date of all return to former classifications shall coincide with the first day of the pay period. Computation of the probationary period in a paid status does not include overtime, standby, on-call or military leave of absence.

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

FOR THE COUNTY OF RIVERSIDE

Tami Douglas-Schatz
Tami Douglas - Schatz
Human Resources Director

9/26/2024
Date

FOR THE RIVERSIDE LAW ENFORCEMENT UNIT

William Young
William Young
RSA President

9/25/24
Date

SIDE LETTER OF AGREEMENT

BETWEEN

COUNTY OF RIVERSIDE

AND

THE RIVERSIDE SHERIFFS' ASSOCIATION LAW ENFORCEMENT UNIT

This Side Letter of Agreement ("Agreement") between the County of Riverside ("County") and the Riverside Sheriffs' Association Law Enforcement Unit ("RSA LEU") (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 December 10, 2019, through December 9, 2024; and

WHEREAS, the Parties wish to modify their MOU to modify the Length of Initial Probation for the Deputy Sheriff Trainee and Deputy Sheriff and the Length of Permanent Employees following Change in Class or lateral Transfer; and

WHEREAS, the following sets forth the Parties' Agreement:

The parties agree to modify Article VII, General Personnel Provisions, Section B. - Length of Initial Probation for Deputy Sheriff Trainee and Deputy Sheriff and Section 1.E – Probation of Permanent Employees following Change in Class or lateral Transfer as follows:

Section 1. PROBATION

B. Length of Initial Probation. The length of the initial probationary period in a paid status (not inclusive of overtime) for persons in the following classifications is:

Deputy Sheriff Entry Level	<u> </u> 3120 hours
Deputy Sheriff Lateral <u>(External Agency)</u>	2080 hours
Welfare Fraud Investigator	3120 hours
Supervising Welfare Fraud Investigator	2080 hours
All other classes in the Law Enforcement Unit	2080 hours

~~For employees on probation at the time of the Board of Supervisors' approval of this MOU on January 25, 2022, they shall be subject to the probationary periods~~

~~set forth above. However, to ensure that no employee will pass probation solely because of the changes to the probationary periods (e.g., an employee who was on a 3120 hour probation at the time of Board approval of the MOU whose probation will be converted to a 2080 probation) the County reserves the right to extend the probation of any such employees by up to six (6) months if done by submitting the probationary extension form to Human Resources by February 15, 2022. If the probationary extension form is not submitted to Human Resources on or before February 15, 2022, then the employee's probation is completed per the terms of the MOU, and the employee will no longer be on probation. For all employees who start their initial probation after the Board of Supervisors approval of this MOU on January 25, 2022, the above probationary periods shall apply.~~

A Correctional Deputy who submits to become a Deputy Sheriff shall be subject to the following: While in the Deputy Sheriff academy, the employee shall be a Deputy Sheriff, but shall be on probation. Once the employee completes the academy and starts working as a Deputy Sheriff, their probationary period of 3,120 hours shall begin. The time in the academy on probation does not count towards the 3,120 hour probationary period that exists once the academy ends and the employee is working as a Deputy Sheriff. If during the academy or during their probationary period following the academy they do not pass probation, if the employee had passed probation as a Correctional Deputy, the employee shall be permitted to return to their former classification of Correctional Deputy.

A Deputy Sheriff Trainee (i.e., an employee training to be a Deputy Sheriff with the exception of a current Correctional Deputy) is an at-will classification and does not pass have a probationary period in the classification of Trainee. A Deputy Sheriff Trainee in the academy will remain at-will until they graduate the academy, and their probationary period does not start until they graduate from the academy and begin working as a Deputy Sheriff. A probationary period of 3,120 hours will begin after such employee completes the Deputy Sheriff academy will only apply if the Trainee becomes a Deputy Sheriff.

- E. Probation of Permanent Employees following Change in Class or lateral Transfer: All regular employees of the County who promote, demote, or transfer must serve a probationary period equivalent to 1040 hours in a paid status (with the exception of an employee who promotes or demotes to the classification of Deputy Sheriff, whose probationary period is 3,120 hours in a paid status after completing the academy. Welfare Fraud Investigator, whose probationary period is 3,120 hours in a paid status or an employee who promotes or demotes to the classification of Supervising Welfare Fraud Investigator, whose probationary period is 2080 hours in a paid status per paragraph B above). must serve a probationary period equivalent to 1,040 hours. This probationary period can be extended by an additional 1,040 hours. The decision to extend this probation is not subject to the filing of a grievance or a challenge.

~~For employees on probation following a promotion, demotion or transfer at the time of the Board of Supervisors' approval of this MOU on January 25, 2022, they shall be subject to the probationary period of 1,040 hours. However, to ensure that no employee will pass probation solely because of the changes to the probationary periods (e.g., an employee who was on a 3120 hour probation at the time of Board approval of the MOU whose probation will be converted to a 1040 hour probation) the County reserves the right to extend the probation of any such employees by up to six (6) months if done by submitting the probationary extension form to Human Resources by February 15, 2022. If the probationary extension form is not submitted to Human Resources on or before February 15, 2022, then the employee's probation is completed per the terms of the MOU, and the employee will no longer be on probation.~~

During the probationary period in a paid status following a promotion, transfer or demotion, a regular employee who held permanent status at the time of the promotion, transfer or demotion shall, upon the department head's request, be returned to a position in the previously held classification in the former employing department. If the return involves a change in class, the salary range placement shall be the same range placement at which the employee held immediately prior to the promotion, transfer or demotion, and the employee's anniversary date shall be determined as if the date of demotion were the date of employment. The effective date of all return to former classifications shall coincide with the first day of the pay period. Computation of the probationary period in a paid status does not include overtime, standby, on-call or military leave of absence.

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

FOR THE COUNTY OF RIVERSIDE

Tami Douglas - Schatz
Human Resources Director

Date

FOR THE RIVERSIDE LAW ENFORCEMENT UNIT

William Young
RSA President

Date

SIDE LETTER OF AGREEMENT

BETWEEN

COUNTY OF RIVERSIDE

AND

THE RIVERSIDE SHERIFFS' ASSOCIATION CORRECTIONS UNIT

This Side Letter of Agreement ("Agreement") between the County of Riverside ("County") and the Riverside Sheriffs' Association Corrections Unit ("RSA Corrections") (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 December 10, 2019, through December 9, 2024; and

WHEREAS, the Parties wish to modify their MOU to modify the Length of Initial Probation for the Correctional Deputy Trainee; and

WHEREAS, the following sets forth the Parties' Agreement:

- 1. The parties agree to modify Article VII, General Personnel Provisions, Section 1.B – Length of Initial Probation, E – Probation of Permanent Employees following a Change in Class or lateral Transfer, and F – Correctional Deputy Trainee/Correctional Deputy I/II as follows:

ARTICLE VII

B. Length of Initial Probation. The length of the initial probationary period in a paid status (not inclusive of overtime) :

Correctional Deputy Correctional Deputy I*	3120 hours
Correctional Deputy II*	1040 hours only if they Completed probation as a Deputy Sheriff
Correctional Deputy Lateral (External Agency)	2080 hours
All other classes in the Corrections Unit	2080 hours

*Per Article VII, Section F below, once a Correctional Deputy I satisfactorily completes three thousand one hundred and twenty (3,120) hours in paid status, or if the employee's probationary period is extended, upon successful completion of the extended initial probation, the employee will complete their probationary period and their classification will be changed

to Correctional Deputy II. If this occurs, the employee has completed probation and there is no further probation as a Correctional Deputy II.

The only time a Correctional Deputy II will serve a probation is if they become a Correctional Deputy after having first completed their initial probationary period as a Deputy Sheriff. That employee will be placed in the classification of Correctional Deputy II, not Correctional Deputy I and will serve a probationary period of one thousand and forty (1,040) hours.

A Correctional Deputy Trainee is an at-will classification and does not pass probation in the classification of Trainee.

- E. Probation of Permanent Employees following Change in Class or lateral Transfer: All regular employees of the County who promote, demote, or transfer must serve a probationary period equivalent to 1,040 hours (with the exception of the Correctional Deputy I classification, whose probationary period is 3,120 hours). This probationary period can be extended by an additional 1,040 hours. The decision to extend this probation is not subject to the filing of a grievance or a challenge. During the probationary period in a paid status following a promotion, transfer or demotion, a regular employee who held permanent status at the time of the promotion, transfer or demotion shall, upon the department head's request, be returned to a position in the previously held classification in the former employing department. If the return involves a change in class, the salary range placement shall be the same range placement at which the employee held immediately prior to the promotion, transfer or demotion, and the employee's anniversary date shall be determined as if the date of demotion were the date of employment. The effective date of all return to former classifications shall coincide with the first day of the pay period. Computation of the probationary period in a paid status does not include overtime, standby, on-call or military leave of absence.
 - 1. Any employee that completes the process to change classification from Deputy Sheriff to Correctional Deputy (as set forth in the Law Enforcement Unit MOU), who has successfully completed a probationary period as a Deputy Sheriff, does not have to serve another initial probationary period of three thousand one hundred twenty (3120) hours in paid status not including overtime, but rather will serve a probationary period of one thousand forty (1040) hours.
- F. Correctional Deputy Trainee/Correctional Deputy I/II
 - 1. The rate of the Correction Deputy Trainee classification will be set at a rate that results in five-and one-half percent (5.5%) increase when transitioned to the Correctional Deputy I classification. Upon successful completion of the Basic Correctional Deputy academy that takes approximately three (3) months to complete, the employee's classification will become Correctional Deputy I (a local safety classification) and the employee will receive at least

a five-and one-half percent (5.5%) increase (in accordance with the probation language of this MOU) in compensation when placed into the Correctional Deputy I classification. The probationary period of the Correctional Deputy I classification is three thousand one hundred and twenty hours (not inclusive of overtime) in a paid status.

2. Completion of initial probation and movement on the salary range:
 - a. When the employee successfully completes the basic Correctional Deputy academy that takes approximately three (3) months, the employee's classification will become Correctional Deputy I (a local safety classification) and completion of three thousand one hundred and twenty (3,120) hours probationary period in a paid status will be required. At this time, the employee will receive the five and one half percent (5.5%) increase in compensation by being placed at the beginning of the range of the Correctional Deputy I.
 - b. When the employee completes one thousand and forty (1,040) hours (not inclusive of overtime) in paid status in the classification of Correctional Deputy I (which does not include any of the time as a Correctional Deputy Trainee), the employee will receive a four percent (4%) anniversary adjustment. The employee will still be on their initial probationary period.
 - c. When the employee satisfactorily completes three thousand one hundred and twenty (3,120) hours (not inclusive of overtime) as a Correctional Deputy I in a paid status, or if the employee's probationary period is extended, upon successful completion of the extended initial probation, the employee will complete their probationary period and their classification will be changed to Correctional Deputy II. At this time, the employee will be promoted to the Correctional Deputy II and will receive an increase pursuant to the promotional language of the MOU.
 - d. Upon completion of probation, when the employee satisfactorily completes an additional one thousand and forty (1,040) hours in paid status the employee will receive a four percent (4%) anniversary adjustment in their classification of Correctional Deputy II.
3. The Parties agree that if an employee becomes a Correctional Deputy after having first completed their initial probationary period as a Deputy Sheriff, that employee will be placed in the classification of Correctional Deputy II, not Correctional Deputy I. Per the Parties' MOU, that employee will serve a probationary period of one thousand and forty (1,040) hours.


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

FOR THE COUNTY OF RIVERSIDE


Tami Douglas - Schatz
Human Resources Director

10/8/2024
Date

FOR THE RIVERSIDE SHERIFFS' ASSOCIATION CORRECTIONS UNIT


William Young
RSA President

10/8/24
Date

SIDE LETTER OF AGREEMENT

BETWEEN

COUNTY OF RIVERSIDE

AND

THE RIVERSIDE SHERIFFS' ASSOCIATION CORRECTIONS UNIT

This Side Letter of Agreement ("Agreement") between the County of Riverside ("County") and the Riverside Sheriffs' Association Corrections Unit ("RSA Corrections") (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 December 10, 2019, through December 9, 2024; and

WHEREAS, the Parties wish to modify their MOU to modify the Length of Initial Probation for the Correctional Deputy Trainee; and

WHEREAS, the following sets forth the Parties' Agreement:

1. The parties agree to modify Article VII, General Personnel Provisions, Section 1.B – Length of Initial Probation, E – Probation of Permanent Employees following a Change in Class or lateral Transfer, and F – Correctional Deputy Trainee/Correctional Deputy I/II as follows:

ARTICLE VII

B. Length of Initial Probation. The length of the initial probationary period in a paid status (not inclusive of overtime) :

Correctional Deputy Trainee/Correctional Deputy I *	3120 hours
Correctional Deputy II*	1040 hours only if they Completed probation as a Deputy Sheriff
Correctional Deputy Lateral (<u>External Agency</u>)	2080 hours
All other classes in the Corrections Unit	2080 hours

*Per Article VII, Section F below, once a Correctional Deputy I n-employee satisfactorily completes three thousand one hundred and twenty (3,120) hours ~~(not inclusive of overtime but inclusive of both their time as a Correctional Deputy Trainee and Correctional Deputy I)~~ in paid status, or if the employee's probationary period is extended, upon successful

completion of the extended initial probation, the employee will complete their probationary period and their classification will be changed to Correctional Deputy II. If this occurs, the employee has completed probation and there is no further probation as a Correctional Deputy II.

The only time a Correctional Deputy II will serve a probation is if they become a Correctional Deputy after having first completed their initial probationary period as a Deputy Sheriff. That employee will be placed in the classification of Correctional Deputy II, not Correctional Deputy I and will serve a probationary period of one thousand and forty (1,040) hours.

A Correctional Deputy Trainee is an at-will classification and does not pass probation in the classification of Trainee. ~~However, as addressed above, once a Correctional Deputy Trainee becomes a Correctional Deputy I, the regular hours worked as a Correctional Deputy Trainee are counted towards completion of the 3120 hour probationary period.~~

~~For employees on probation at the time of the Board of Supervisors' approval of this MOU on June 14, 2022, they shall be subject to the probationary periods set forth above. However, to ensure that no employee will pass probation solely because of the changes to the probationary periods (e.g., an employee who was on a 3120 hour probation at the time of Board approval of the MOU whose probation will be converted to a 2080 probation) the County reserves the right to extend the probation of any such employees by up to six (6) months if done by submitting the probationary extension form to Human Resources by July 5, 2022. If the probationary extension form is not submitted to Human Resources on or before July 5, 2022, then the employee's probation is completed per the terms of the MOU, and the employee will no longer be on probation. For all employees who start their initial probation after the Board of Supervisors approval of this MOU on June 14, 2022, the above probationary periods shall apply.~~

- E. Probation of Permanent Employees following Change in Class or Lateral Transfer: All regular employees of the County who promote, demote, or transfer must serve a probationary period equivalent to 1,040 hours (with the exception of the Correctional Deputy I classification, whose probationary period is 3,120 hours). This probationary period can be extended by an additional 1,040 hours. The decision to extend this probation is not subject to the filing of a grievance or a challenge. ~~For employees on probation following a promotion, demotion or transfer at the time of the Board of Supervisors' approval of this MOU on June 14, 2022, they shall be subject to the probationary period of 1,040 hours. However, to ensure that no employee will pass probation solely because of the changes to the probationary periods (e.g., an employee who was on a 3120 hour probation at the time of Board approval of the MOU whose probation will be converted to a 1040 hour probation) the County reserves the right to extend the probation of any such~~

~~employees by up to six (6) months if done by submitting the probationary extension form to Human Resources by July 5, 2022. If the probationary extension form is not submitted to Human Resources on or before July 5, 2022, then the employee's probation is completed per the terms of the MOU, and the employee will no longer be on probation.~~ During the probationary period in a paid status following a promotion, transfer or demotion, a regular employee who held permanent status at the time of the promotion, transfer or demotion shall, upon the department head's request, be returned to a position in the previously held classification in the former employing department. If the return involves a change in class, the salary range placement shall be the same range placement at which the employee held immediately prior to the promotion, transfer or demotion, and the employee's anniversary date shall be determined as if the date of demotion were the date of employment. The effective date of all return to former classifications shall coincide with the first day of the pay period. Computation of the probationary period in a paid status does not include overtime, standby, on-call or military leave of absence.

1. Any employee that completes the process to change classification from Deputy Sheriff to Correctional Deputy (as set forth in the Law Enforcement Unit MOU), who has successfully completed a probationary period as a Deputy Sheriff, does not have to serve another initial probationary period of three thousand one hundred twenty (3120) hours in paid status not including overtime, but rather will serve a probationary period of one thousand forty (1040) hours.

F. Correctional Deputy Trainee/Correctional Deputy I/II

1. ~~The rate of the Correction Deputy Trainee classification will be set at a rate that results in five-and one-half percent (5.5%) increase when transitioned to the Correctional Deputy I classification. Upon successful completion of the Basic Correctional Deputy academy that takes approximately three (3) months to complete, the employee's classification will become Correctional Deputy I (a local safety classification) and the employee will receive at least a five-and one-half percent (5.5%) increase (in accordance with the probation language of this MOU) in compensation when placed into the Correctional Deputy I classification. The probationary period of the Correctional Deputy I classification is three thousand one hundred and twenty hours (not inclusive of overtime) in a paid status. The hourly rate for classification of Correctional Deputy Trainee will be exactly five and one half percent (5.5%) below the minimum of the range for the classification of Correctional Deputy I.~~

2. Completion of initial probation and movement on the salary range:

~~a. When an employee is hired as a Correctional Deputy Trainee, they will start their initial probationary period of three thousand one hundred and twenty (3,120) hours (not inclusive of overtime) in paid status.~~

ab. When the employee successfully completes the basic Correctional Deputy academy that takes approximately three (3) months, the employee's classification will become Correctional Deputy I (a local safety classification) and completion of the three thousand one hundred and twenty (3,120) hours probationary period in a paid status will be required.

probationary period. At this time, the employee will receive the five and one half percent (5.5%) increase in compensation by being placed at the beginning of the range of the Correctional Deputy I.

be. When the employee completes one thousand and forty (1,040) hours (not inclusive of overtime) in paid status in the classification of Correctional Deputy I (which does not include any of the time as a Correctional Deputy Trainee), the employee will receive a four percent (4%) anniversary adjustment. The employee will still be on their initial probationary period.

cd. When the employee satisfactorily completes three thousand one hundred and twenty (3,120) hours (not inclusive of overtime) ~~but inclusive of both their time as a Correctional Deputy Trainee and~~ Correctional Deputy I) in a paid status, or if the employee's probationary period is extended, upon successful completion of the extended initial probation, the employee will complete their probationary period and their classification will be changed to Correctional Deputy II. At this time, the employee will be promoted to the Correctional Deputy II and will receive an increase pursuant to the promotional language of the MOU.

de. Upon completion of probation, when the employee satisfactorily completes an additional one thousand and forty (1,040) hours in paid status the employee will receive a four percent (4%) anniversary adjustment in their classification of Correctional Deputy II.

3. The Parties agree that if an employee becomes a Correctional Deputy after having first completed their initial probationary period as a Deputy Sheriff, that employee will be placed in the classification of Correctional Deputy II, not Correctional Deputy I. Per the Parties' MOU, that employee will serve a probationary period of one thousand and forty (1,040) hours.

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

FOR THE COUNTY OF RIVERSIDE

Tami Douglas - Schatz
Human Resources Director

Date

FOR THE RIVERSIDE SHERIFFS' ASSOCIATION CORRECTIONS UNIT

|

William Young
RSA President

Date

CONFIDENTIAL