

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



ITEM: 3.27
(ID # 26840)

MEETING DATE:
Tuesday, January 14, 2025

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: Approval of the Side Letter Agreement between the County of Riverside & Riverside Sheriffs' Association – Public Safety Unit (RSA-PSU) to add a premium pay to employees assigned to the Placement Unit. [Total Cost - \$87,360, Ongoing Cost \$58,240 – 100% Departmental Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Side Letter Agreement with the Riverside Sheriffs' Association – Public Safety Unit (RSA-PSU) to add a new Premium Pay for employees assigned to the Placement Unit.

ACTION:


Tami Douglas-Schatz, Director of Human Resources 12/19/2024

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Medina, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: January 14, 2025
xc: HR

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	\$29,120	\$58,240	\$87,360	\$58,240
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% Department Budget			Budget Adjustment:	No
			For Fiscal Year:	24/25

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The County of Riverside Probation Department is requesting to provide a premium pay of two dollars per hour (\$2.00/hour), for hours worked, to Deputy Probation Officers (DPOs) and Senior Probation Officers (Sr POs) who are assigned to the Placement Unit (Unit).

The Unit is an assignment within the Probation Department where DPOs and Sr POs work as "Placement Officers" to youth in foster care who can be placed anywhere throughout the United States. The Department utilizes approximately fourteen (14) probation staff to operate three (3) Placement Units and perform on-going obligations related to the assignment. Officers are required to travel out-of-county or out-of-state to conduct monthly visits, assist in the transportation of youth to and from placement facilities, make arrests, facilitate home visits, complete audits of facilities and perform investigations.

The requirements of the Unit bring several additional duties not found with traditional field probation assignments. Legally mandated travel is a significant aspect of the role, requiring extensive time away from home and family for multiple days out of the month. Additionally, there are times when the required travel may be unplanned and unexpected, creating additional demands and burden for staff.

The amount of travel coupled with the additional responsibility and liability to the Department is often a deterrent to staff to transfer into or remain in the Placement Unit assignment. To incentivize staff, the County and RSA-PSU have reached a tentative agreement via Side Letter, subject to Board approval, to compensate employees with a premium pay of two dollars per hour (\$2.00/hour) for actual hours worked in the Placement Unit assignment. Full details of the agreement can be found in the attached Side Letter.

Impact on Residents and Businesses

While there is no immediate impact on residents and businesses as a result of this side letter, approving the Placement Unit premium pay will incentivize staff to transfer to and/or

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remain in the assignment, which in turn, will allow the County to provide quality care and supervision to youth in foster care within the County.

Additional Fiscal Information

The Probation Department is able to absorb the cost of the premium pay within their current budget.

ATTACHMENTS:

ATTACHMENT A. Fully Executed Side Letter Between the County of Riverside and RSA-PSU.