

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



ITEM: 3.43  
(ID # 28077)

MEETING DATE:  
Tuesday, June 10, 2025

FROM : HUMAN RESOURCES

**SUBJECT:** HUMAN RESOURCES: Approval of the Side Letter Agreements with the Riverside Sheriffs' Association for the Law Enforcement and Corrections Units, to expand the education incentive pay provision for employees who possess or earn a Juris Doctoral, and/or Doctoral degree. [Total Cost - \$2,386, Ongoing Cost \$2,386 – 100% Departmental Budget]

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Approve the Side Letter Agreements with the Riverside Sheriffs' Association for the Law Enforcement and Corrections Units, to expand the education incentive pay provision.

**ACTION:**

  
Tami Douglas-Schatz, Director of Human Resources 5/29/2025

---

**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Gutierrez, seconded by Supervisor Washington 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: June 10, 2025  
xc: HR

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>	\$ 184	\$ 2,202	\$ 2,386	\$ 2,386
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS:</b> Departmental Budget			<b>Budget Adjustment:</b>	No
			<b>For Fiscal Year:</b>	24/25

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

**BACKGROUND:**

**Summary**

The 2024 - 2027 Memorandum of Understanding (MOU) between the County of Riverside and the Riverside Sheriffs' Association (RSA) Law Enforcement Unit and the 2024 - 2026 MOU between the County of Riverside and the RSA Corrections Unit, provide premium pay for represented employees who possess a master's degree from an accredited college or university. Employees with a master's degree receive a five percent (5.0%) differential for all hours actually worked, not to exceed eighty (80) hours, or eighty-four (84) hours if regularly scheduled in that format.

The County has reached tentative agreements via Side Letter with RSA for the Law Enforcement and Corrections Units, subject to Board's approval, to expand the eligible degrees to include Juris Doctorate and Doctoral degrees to the education incentive pay provision in the respective MOUs. Currently, an employee with a Juris Doctorate or other doctoral degree, but no master's degree, will not receive the 5% premium pay. The proposed side letter provides an equivalent premium for these degrees. Full details of the Side Letter Agreements can be found in the attachments.

**Impact on Residents and Businesses**

Approving this side letter supports a more educated and skilled workforce, incentivizing employees to pursue higher education and specialized knowledge. This enhances professionalism, improves service quality, and aligns with state standards, helping retain experienced staff and attract top candidates to better serve the community.

**Additional Fiscal Information**

The cost of this item is projected based on only being aware of a single incumbent within the bargaining units who currently possesses a higher-level degree, but actual cost may increase if additional incumbents obtain higher level degrees.

**ATTACHMENTS:**

- Attachment 1:** 04282025 RSA Corr JD Side Letter Fully Executed
- Attachment 2:** 04282025 RSA LEU JD Side Letter Fully Executed

**SIDE LETTER OF AGREEMENT  
BETWEEN  
COUNTY OF RIVERSIDE  
AND  
RIVERSIDE SHERIFFS' ASSOCIATION  
LAW ENFORCEMENT UNIT (LEU)**

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

The Parties agree to amend Section 3 of Article V – Workweek, Overtime and Premium Pay of the 2024 – 2026 Memorandum of Understanding ("MOU") to modify subsection "H" as reflected below:

Section 3. Premium Pay

H. Education Incentive:

a. Bachelor Degree – Any employee who possesses or earns a bachelor's 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 wage rate for all hours actually worked, not exceeding eighty (80) (or eighty-four (84) hours if regularly scheduled hours are eighty-four (84)) hours per pay period, upon presentation of proof that the employee holds such degree.

b. Master's/Juris Doctoral/Doctoral Level Degree – Any employee who possesses or earns a Master's, Juris Doctoral, and/or a Doctoral degree from an accredited university or college shall be paid a premium equivalent to five percent (5.0%) of the employee's base hourly wage rate for all hours actually worked, not exceeding eighty (80) (or eighty-four (84) hours if regularly scheduled hours are eighty-four (84)) hours per pay period, upon presentation of proof that the employee holds such degree. An employee can only receive this five percent (5.0%) pay for one of these degrees.

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.


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

FOR THE COUNTY OF RIVERSIDE

  
\_\_\_\_\_  
Tami Douglas-Schatz, Human Resources Director

5/4/2025  
\_\_\_\_\_  
Date

FOR THE RIVERSIDE SHERIFFS' ASSOCIATION

  
\_\_\_\_\_  
William Young, RSA President

4/28/25  
\_\_\_\_\_  
Date

**SIDE LETTER OF AGREEMENT  
BETWEEN  
COUNTY OF RIVERSIDE  
AND  
RIVERSIDE SHERIFFS' ASSOCIATION  
CORRECTIONS UNIT (CBU)**

This Side Letter of Agreement ("Agreement") between the County of Riverside ("County") and the Riverside County Riverside Sheriffs' Association Corrections Unit ("RSA-CBU") (collectively "Parties") is entered into with respect to the following:

The Parties agree to amend Section 3 of Article V – Workweek, Overtime and Premium Pay of the 2024 – 2026 Memorandum of Understanding ("MOU") to modify subsection "G" as reflected below:

Section 3. Premium Pay

G. Education Incentive:

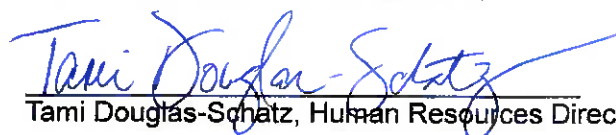
a. Bachelor Degree – Any employee who possesses or earns a bachelor's degree from an accredited university or college shall be paid a premium equivalent to two and a half percent (2.5%) of the employee's base hourly wage rate for all hours actually worked, not exceeding eighty (80) (or eighty-four (84) hours if regularly scheduled hours are eighty-four (84)) hours per pay period, upon presentation of proof that the employee holds such degree.

b. Master's/Juris Doctoral/Doctoral Level Degree – Any employee who possesses or earns a Master's, Juris Doctoral, and/or Doctoral degree from an accredited university or college shall be paid a premium equivalent to five percent (5.0%) of the employee's base hourly wage rate for all hours actually worked, not exceeding eighty (80) (or eighty-four (84) hours if regularly scheduled hours are eighty-four (84)) hours per pay period, upon presentation of proof that the employee holds such degree. An employee can only receive this five percent (5.0%) pay for one of these degrees.

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.

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

FOR THE COUNTY OF RIVERSIDE

  
Tami Douglas-Schatz, Human Resources Director

5/4/2025  
Date

FOR THE RIVERSIDE SHERIFFS' ASSOCIATION

  
William Young, RSA President

4/28/25  
Date