

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



**ITEM: 3.32
(ID # 29519)**

MEETING DATE:
Tuesday, December 16, 2025

FROM : HUMAN RESOURCES AND Sheriff

SUBJECT: HUMAN RESOURCES: Approval of Side Letter Agreements with the Riverside Sheriffs' Association to amend the Uniform Allowance provision in the respective Memorandums of Understanding for both the Law Enforcement Unit and Corrections Unit to comply with CalPERS special compensation reporting. [Total Cost - \$ 0, Ongoing Cost \$ 0 – 100% Departmental Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Side Letter Agreement with RSA's Law Enforcement Unit to amend Article XX, Uniforms, Equipment and Parking, Section 5, Uniforms.
2. Approve the Side Letter Agreement with RSA's Corrections Unit to amend Article XX, Uniforms, Equipment and Parking, Section 5, Uniforms.

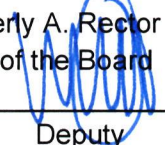
ACTION:


Tami Douglas-Schatz, Director of Human Resources 12/1/2025

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Spiegel, Washington, Perez, and Gutierrez
Nays: None
Absent: Medina
Date: December 16, 2025
xc: HR, Sheriff

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: 100% Department Budgets			Budget Adjustment: No	
			For Fiscal Year: 25/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The current Memoranda of Understanding (MOUs) with the Riverside Sheriffs' Association Law Enforcement Unit (RSA-LEU) and Corrections Unit (RSA-CU) includes a provision for an annual uniform allowance.

A review identified the need to update the language to ensure compliance with California Code of Regulations § 571 (a)(5). The County has reached a tentative agreement with RSA, via Side Letters, to update the provision to remove the probationary-employee exclusion and clarify that the uniform allowance will not be provided for pay periods in which an employee is not in a paid status. Full details of the Side Letter agreements are provided in the attachments.

Impact on Residents and Businesses

While these Side Letters do not have a direct or immediate impact on residents or businesses, it ensures that the Sheriff's Department is in compliance with labor laws and practices, thus avoiding any potential liability issues.

Additional Fiscal Information

There is no impact to the Sheriff's Department's budget.

ATTACHMENT.

Attachment 1 - Side Letter with RSA Corrections Uniform Allowance

Attachment 2 - Side Letter with RSA LEU Uniform Allowance

**SIDE LETTER OF AGREEMENT
BETWEEN
THE 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 County Sheriffs' Association Corrections Unit ("RSA-CBU") (collectively "Parties") is entered into with respect to the following:

The Parties agree to amend Article XX, Uniforms, Equipment and Parking, Section 5, Uniforms, of the 2024 – 2026 Memorandum of Understanding ("MOU") to the following:

Section 5. Uniforms

Employees in the classifications of Correctional Deputy, Correctional Deputy II, Senior Correctional Deputy, Correctional Corporal and Senior Correctional Corporal shall receive a uniform allowance of \$500 per year paid at approximately \$19.23 per pay period for 26 pay periods.

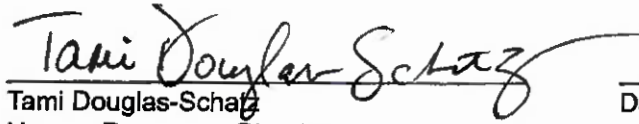
1. The Department will provide the initial issuance of uniforms. Employees will be responsible for the replacement of uniforms or supplemental uniforms thereafter.
2. Uniform allowance will not be paid for any pay period where an employee was in unpaid status for the entire pay period.
3. For employees who are members of CalPERS under the "Classic" tier, the uniform allowance described in this section shall be reported to CalPERS as special compensation in accordance with Title 2, California Code of Regulations, section 571(a)(5) ("Uniform Allowance"). This section states, "Uniform Allowance as defined by CCR section 571(a)(5) means "the monetary value of uniforms or uniform maintenance, or the provision of uniforms, when such uniforms are required to be worn as a condition of employment."
4. For employees who are "New Members" as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA), the uniform allowance shall not be reported to CalPERS as compensation earnable.

The terms of this Side Letter shall be incorporated into the successor MOU between the County and RSA unless otherwise negotiated.

The terms of this Side Letter shall become effective the third full pay period following signature of this Side Letter by both parties and approval by the Board of Supervisors.

CORRECTIONS UNIFORM ALLOWANCE

FOR THE COUNTY OF RIVERSIDE



Tami Douglas-Schatz
Human Resources Director

11/19/2025
Date

FOR THE RIVERSIDE SHERIFF'S ASSOCIATION



Jose Santos
President

11/17/2025
Date

**SIDE LETTER OF AGREEMENT
BETWEEN
THE 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 County Sheriffs' Association Law Enforcement Unit ("RSA-LEU") (collectively "Parties") is entered into with respect to the following:

The Parties agree to amend Article XX, Uniforms, Equipment and Parking, Section 5, Uniforms, of the 2024 – 2027 Memorandum of Understanding ("MOU") to the following:

Section 5. Uniforms

Employees in the classifications of Deputy Sheriff, Sheriff Corporal, Sheriff Investigator, Deputy Coroner, Coroner Corporal and Court Deputy shall receive a uniform allowance of \$625 per year paid at approximately \$24.04 per pay period for twenty-six (26) pay periods.

1. The Department will provide the initial issuance of uniforms. Employees will be responsible for the replacement of uniforms or supplemental uniforms thereafter.
2. Uniform allowance will not be paid for any pay period where an employee was in unpaid status for the entire pay period.
3. For employees who are members of CalPERS under the "Classic" tier, the uniform allowance described in this section shall be reported to CalPERS as special compensation in accordance with Title 2, California Code of Regulations, section 571(a)(5) ("Uniform Allowance"). This section states, "Uniform Allowance as defined by CCR section 571(a)(5) means "the monetary value of uniforms or uniform maintenance, or the provision of uniforms, when such uniforms are required to be worn as a condition of employment."
4. For employees who are "New Members" as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA), the uniform allowance shall not be reported to CalPERS as compensation earnable.

The terms of this Side Letter shall be incorporated into the successor MOU between the County and RSA unless otherwise negotiated.

The terms of this Side Letter shall become effective the third full pay period following signature of this Side Letter by both parties and approval by the Board of Supervisors.

LEU UNIFORM ALLOWANCE

FOR THE COUNTY OF RIVERSIDE

Tami Douglas-Schatz 11/19/2025
Tami Douglas-Schatz Date
Human Resources Director

FOR THE RIVERSIDE SHERIFF'S ASSOCIATION

Jose Santos 11/17/2025
Jose Santos Date
President