

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 Riverside Sheriffs' Association Law Enforcement Unit ("RSA-LEU") (collectively "Parties") is entered into with respect to the following:

The Parties agree to amend Sections 1(B) and 1(E) of Article VII – General Personnel Provisions of the 2019 - 2024 Memorandum of Understanding ("MOU") to incorporate the appropriate probationary periods for the Welfare Fraud Investigator and the Supervising Welfare Fraud Investigator per the following:

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	3120 hours
Deputy Sheriff Lateral	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 Deputy Sheriff Trainee is an at-will classification and does not pass probation in the classification of Trainee. A probationary period 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 (with the exception of an employee who promotes or demotes to the classification of Welfare Fraud Investigator, whose probationary period is 3,120 hours or an employee who promotes or demotes to the classification of Supervising Welfare Fraud Investigator, whose probationary period is 2,080 hours 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.

FOR THE COUNTY OF RIVERSIDE



Steven Espinoza,
Assistant Human Resources Director

10/3/22

Date

FOR THE RIVERSIDE SHERIFFS' ASSOCIATION



William Young, RSA President

9/20/22

Date