

SIDE LETTER TO THE
PUBLIC SAFETY UNIT
2012 – 2016 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE RIVERSIDE SHERIFFS' ASSOCIATION
AND
THE COUNTY OF RIVERSIDE

The following represents a side letter agreement between the Riverside Sheriffs' Association (RSA) and the County of Riverside (County) affecting the stated provisions of the Public Safety Unit Memorandum of Understanding (MOU) between the parties.

The following is the language agreed to in the Tentative Agreement signed on June 8, 2012 and approved by the Board of Supervisors on July 3, 2012:


Merit/Step Increase

- *Restored in one (1) step increments effective 7/12/12 and then in two (2) step increments effective the first full pay period in July of 2014.*
- *Employees whose anniversary date fell between February 1, 2012 and June 30, 2012 who did not receive a merit increase due to the freeze shall receive a one-step increment effective the first pay period following adoption of this Tentative Agreement by the Board of Supervisors. Their anniversary date shall be set to the date the increment is received.*

The parties hereby agree that in developing the "Merit/Step Increase" provisions above, the parties intended that the end date (June 30, 2012) of the second paragraph was supposed to be July 11, 2012, the day prior to the July 12, 2012 effective date of the first paragraph. This would ensure that no employee would have missed more than two step increases as a result of the freeze agreed to in the previous MOU.

In accordance with the intent of the parties, the County agrees to retroactively grant a one-step merit increase, effective July 12, 2012, to any bargaining unit member whose anniversary date was from July 1, 2012 to July 11, 2012, so that all employees whose anniversary date fell between February 1, 2012 and July 11, 2012, who did not receive a merit increase due to the freeze, shall receive a one-step increment.

Signed this 5th day of SEPTEMBER, 2012 at Riverside, California by:



Brian McArthur
Director of Employee Relations
County of Riverside



Darryl Drott
Executive Director
Riverside Sheriffs' Association