

SIDE LETTER OF AGREEMENT

BETWEEN

COUNTY OF RIVERSIDE

AND

**RIVERSIDE SHERIFF'S ASSOCIATION
PUBLIC SAFETY UNIT (RSA-PSU)**

This Side Letter of Agreement ("Agreement") between the County of Riverside ("County") and the Riverside Sheriff's Association Public Safety Unit ("RSA-PSU") (collectively "Parties") is entered into with respect to the following:

WHEREAS, the Parties have entered into a Memorandum of Understanding ("MOU") with a term of October 27, 2020, through October 26, 2025; and

WHEREAS, the Parties wish to modify their MOU to add a new section "Education Incentive for Probation Corrections Officer and Senior Probation Corrections Officer" in exchange for the Association's agreement on the revisions to the PCO and Sr PCO Job Descriptions; and

WHEREAS, the following sets forth the Parties' Agreement:

1. The parties agree to modify Article IV, Section 3 – Premium Pay of their MOU effective August 10th, 2023, and following the Board of Supervisors approval to include the following:

WORKWEEK, OVERTIME AND PREMIUM PAY (ARTICLE IV)


Amend Article IV, Section 3.H (new) to include the following language:

- H. Education Incentive for Probation Corrections Officer and Senior Probation Corrections Officer
- Associate Degree – Any Probation Corrections Officer or Senior Probation Corrections Officer who possesses or earns an associate 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 rate of pay for all hours actually worked, not exceeding eighty (80) hours per pay period, upon presentation of proof that the employee holds such degree.
 - Bachelor's Degree – Any Probation Corrections Officer or Senior Probation

Corrections Officer who possesses or earns a bachelor's degree from an accredited university or college shall be paid a premium equivalent to four percent (4%) of the employee's base hourly rate of pay for all hours actually worked, not exceeding eighty (80) hours per pay period, upon presentation of proof that the employee holds such degree.

- 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.

FOR THE COUNTY OF RIVERSIDE



Steven Espinoza
Assistant Human Resources Director

8/8/23

Date

FOR THE RIVERSIDE SHERIFF'S ASSOCIATION PUBLIC SAFETY UNIT

Wm Y

William Young, RSA President

8/2/23

Date