

SIDE LETTER OF AGREEMENT

BETWEEN

COUNTY OF RIVERSIDE

AND

**THE RIVERSIDE COUNTY
LAW ENFORCEMENT MANAGEMENT UNIT**

This Side Letter of Agreement ("Agreement") between the County of Riverside ("County") and the Riverside County Law Enforcement Management Unit ("LEMU") (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 February 2, 2021, through February 1, 2026; and

WHEREAS, the Parties wish to modify Article XI, Section 1.F, Annual Leave In Lieu Pay; and

WHEREAS, the following sets forth the Parties' Agreement:

F. Annual Leave In Lieu Pay.

A Correctional Lieutenant, Lieutenant DA Bureau Commander, Correctional Captain or Captain may elect to receive pay in lieu of up to eighty (80) hours of Annual Leave per calendar year. Upon approval of his/her agency/departments head, such employee may elect pay in lieu of an additional eighty (80) hours of Annual Leave during the same calendar year provided, however, that no employee shall receive pay in lieu of more than 160 hours of Annual Leave in any calendar year.

Elections for pay in lieu of Annual Leave must be made during the annual open enrollment period to be paid out in pay periods 12 and 25 of the following calendar year. Elections of 80 hours or less shall be paid out in Pay Period 12 of the Calendar Year following the election. Elections in excess of 80 hours shall be paid out in Pay Period 25 of the Calendar Year following the election. For example, an employee electing pay in lieu of Annual Leave of 120 hours during the 2023 enrollment period shall have the first 80 hours of Annual Leave paid out in PP12 of 2024, and the remaining 40 hours of Annual Leave paid out in PP 25 of 2024. Elections for pay in lieu of Annual Leave are irrevocable once the open enrollment period ends. Only the time accrued in the calendar year following when the irrevocable election was made is eligible for pay in lieu of Annual Leave. In order to be eligible for pay in lieu of Annual Leave, an employee's Annual Leave balance must be below the maximum accumulation.

For employees experiencing a financial hardship, limited exceptions may be made to this provision pursuant to IRS code (26 USC Section 409 a).

For employees who elect to defer their pay in lieu of Annual Leave into a 457 Deferred Compensation account, it will be subject to the annual IRS limits.

FOR THE COUNTY OF RIVERSIDE

Steven Espinoza
Steven Espinoza, Asst HR Director

11-02-2023
Date

FOR THE RIVERSIDE COUNTY LAW ENFORCEMENT MANAGEMENT UNIT

David Marshall
David Marshall, LEMU President

11-02-2023
Date