

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

The Parties agree to amend Section 3 of Article V – Workweek, Overtime and Premium Pay of the 2024 – 2026 Memorandum of Understanding ("MOU") to modify subsection "H" as reflected below:

Section 3. Premium Pay

H. Education Incentive:

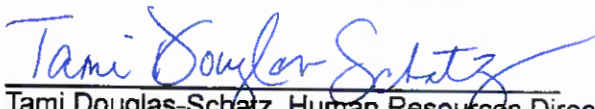
a. Bachelor Degree – Any employee who possesses or earns a bachelor's degree from an accredited university or college shall be paid a premium equivalent to two and a half percent (2.5%) of the employee's base hourly wage rate for all hours actually worked, not exceeding eighty (80) (or eighty-four (84) hours if regularly scheduled hours are eighty-four (84)) hours per pay period, upon presentation of proof that the employee holds such degree.

b. Master's/Juris Doctoral/Doctoral Level Degree – Any employee who possesses or earns a Master's, Juris Doctoral, and/or a Doctoral degree from an accredited university or college shall be paid a premium equivalent to five percent (5.0%) of the employee's base hourly wage rate for all hours actually worked, not exceeding eighty (80) (or eighty-four (84) hours if regularly scheduled hours are eighty-four (84)) hours per pay period, upon presentation of proof that the employee holds such degree. An employee can only receive this five percent (5.0%) pay for one of these degrees.

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.


This amendment will be effective the first full pay period following agreement by both parties and approval by the Board of Supervisors.

FOR THE COUNTY OF RIVERSIDE


Tami Douglas-Schatz, Human Resources Director

5/4/2025
Date

FOR THE RIVERSIDE SHERIFFS' ASSOCIATION


William Young, RSA President

4/28/25
Date