

**SIDE LETTER OF AGREEMENT
BETWEEN
COUNTY OF RIVERSIDE
AND
LAW ENFORCEMENT MANAGEMENT UNIT (LEMU)**

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:

The Parties agree to amend Section 1 of Article II – Recognition and Wages and Section 1 and Section 1 and 5 of Article VI – Work Schedules, Workweek, Overtime, and Premium Pay of the 2025 – 2028 Memorandum of Understanding ("MOU") to modify subsections "A", "1d", "1e" and "Q" as can be seen by the track changes below:

**ARTICLE II:
RECOGNITION AND WAGES**

SECTION 1 - RECOGNITION

A. This MOU shall apply only to employees in the following classifications:

CLASS CODE	CLASS TITLE
37611	Sheriff's Sergeant
37634	Sheriff's Sergeant – 84
37612	Sheriff's Sergeant A
37635	Sheriff's Sergeant A - 84
37613	Sheriff's Sergeant B
37636	Sheriff's Sergeant B - 84
37614	Sheriff's Lieutenant
37615	Sheriff's Lieutenant A
37616	Sheriff's Lieutenant B
XXXXX	Sheriff's Lieutenant - 84
XXXXX	Sheriff's Lieutenant A - 84
XXXXX	Sheriff's Lieutenant B - 84
37617	Sheriff's Captain
37618	Sheriff's Captain A
37619	Sheriff's Captain B
52213	Correctional Sergeant
52224	Correctional Sergeant - 84
52214	Correctional Lieutenant
52215	Correctional Captain

37625	Coroner Lieutenant
37516	Coroner Lieutenant A
37517	Coroner Lieutenant B
37503	Coroner Sergeant
37514	Coroner Sergeant A
37515	Coroner Sergeant B
37667	D.A. Bureau Commander
37668	D.A. Bureau Commander (A)
37669	D.A. Bureau Commander (B)
37727	Supervising District Attorney Investigator
37593	DPSS Chief of Investigations
37596	DPSS Chief of Investigations A
37597	DPSS Chief of Investigations B
37585	Welfare Fraud Investigative Manager
37586	Welfare Fraud Investigative Manager A
37587	Welfare Fraud Investigative Manager B

ARTICLE VI:
WORK SCHEDULES, WORKWEEK, OVERTIME, AND PREMIUM PAY

SECTION 1 - WORK SCHEDULES

A. Types of Work-Schedules

Employees in LEMU may be assigned to work a 5/40, 9/80, 4/10, 3/12 or 3/12.5 work schedule at the discretion of each employee's supervisor. LEMU agrees that the County shall retain exclusive control to determine employee work schedules and hereby waives any right to grieve schedule assignments.

The following describes the available work schedules:

1. The 5/40 schedule (five eight-hour days per work week).
2. The 9/80 schedule (four nine-hour days per work week and one alternating eight-hour day/regular day off). Employees who have an FLSA workweek (as opposed to those on a 14-day FLSA Work Period) have a work week designated as beginning four hours after the start time on their alternating eight-hour work day.
3. The 4/10 schedule (four ten-hour days per work week).
4. The 3/12 schedule (three twelve-hour days per work week and one alternating eight-hour day every other week). Employees who have an FLSA workweek (as opposed to those on a 14-day FLSA Work Period) have a work week designated as beginning four hours after the start time on their alternating eight-hour work day.

- a. Employees may also be assigned to work seven (7) twelve (12) hour shifts (referred to as the 3/12-4/12 work schedule) during the 14-day FLSA work period.
- b. With at least one pay period notice from the Sheriff or his designee, Sergeants who are assigned to a patrol function (a "patrol function" is a non-specialized assignment assigned to a patrol shift which provides 24/7 staffing coverage with primary duties responding to calls for service), shall be assigned to the classifications of Sheriff's Sergeant – 84, Sheriff's Sergeant A - 84, or Sheriff's Sergeant B - 84. Employees in the classifications of Sheriff's Sergeant – 84, Sheriff's Sergeant A - 84, or Sheriff's Sergeant B - 84 shall work a 3/12 – 4/12 work schedule, eighty-four (84) hours per fourteen (14) day FLSA work period, 2,184 regularly scheduled hours per year. Employees in the classifications of Sheriff's Sergeant – 84 shall receive their straight time base rate (not overtime) for their regularly scheduled hours worked (including those leave hours that the parties have agreed count as hours worked) between 80 and 84 each fourteen (14) day FLSA work period.
- c. The hourly rate for eighty (80) hour and eighty-four (84) hour classifications at both the ranks of Sheriff's Sergeant shall be the same. The annual compensation for eighty-four (84) hour classifications shall be five percent (5%) higher than the eighty (80) hour classifications since the eighty-four (84) hour classifications shall be scheduled to work five percent (5%) more hours than the eighty (80) hour classifications.
- d. With at least one pay period notice from the Sheriff or his designee, Lieutenants who are assigned to a patrol function (a "patrol function" is a non-specialized assignment assigned to a patrol shift which provides 24/7 staffing coverage with primary duties responding to calls for service), shall be assigned to the classifications of Sheriff's Lieutenant – 84, Sheriff's Lieutenant A - 84, or Sheriff's Lieutenant B - 84. Employees in the classifications of Sheriff's Lieutenant – 84, Sheriff's Lieutenant A - 84, or Sheriff's Lieutenant B - 84 shall work a 3/12 – 4/12 work schedule, eighty-four (84) hours per fourteen (14) day pay period, 2,184 regularly scheduled hours per year. Employees in the classifications of Sheriff's Lieutenant – 84 shall receive their straight time base rate (not overtime) for their regularly scheduled hours worked (including those leave hours that the parties have agreed count as hours worked) between 80 and 84 each fourteen (14) day pay period.

- e. The hourly rate for eighty (80) hour and eighty-four (84) hour classifications at both the ranks of Sheriff's Lieutenant shall be the same. The annual compensation for eighty-four (84) hour classifications shall be five percent (5%) higher than the eighty (80) hour classifications since the eighty-four (84) hour classifications shall be scheduled to work five percent (5%) more hours than the eighty (80) hour classifications.
- f. The Department reserves the right to move employees between the eighty (80) hour and the eighty-four (84) classifications (within their current classification) described in subparagraph above. This includes moving employees from the eighty (80) hour to the eighty-four (84) hour classification and from the eighty-four (84) to the eighty (80) hour classification. The eighty (80) and eighty-four (84) hour schedule assignments are not special assignments. Rather, they are employees' assignments based on the employees' work schedules. That an employee assigned to work an eighty-four (84) hour schedule earns five percent (5%) more annually does not entitle the employee to challenge, grieve or appeal a decision to assign them to an eighty (80) hour schedule if determined by the Department to be necessary.
- g. Correctional Sergeants who are assigned to an assignment which provides 24/7 staffing coverage shall be employed in the classifications of Correctional Sergeant - 84. These employees shall work a 3/12 – 4/12 work schedule, eighty-four (84) hours per fourteen (14) day FLSA work period, 2,184 regularly scheduled hours per year. These employees shall receive their straight time base rate (not overtime) for their regularly scheduled hours worked (including those leave hours that the parties have agreed count as hours worked) between 80 and 84 hours each fourteen (14) day FLSA work period.
- h. The hourly rate for eighty (80) hour and eighty-four (84) hour classifications at both the ranks of Correctional Sergeant shall be the same. The annual compensation for eighty-four (84) hour classifications shall be five percent (5%) higher than the eighty (80) hour classifications since the eighty-four (84) hour classifications shall be scheduled to work five percent (5%) more hours than the eighty (80) hour classifications.
- i. The Department reserves the right to move employees between the eighty (80) hour and the eighty-four (84) classifications (within their current classification) described in subparagraph (a) above. This includes moving employees from the eighty (80) hour to the eighty-four (84) hour classification and from the eighty-four (84) to the eighty (80) hour classification. The eighty (80) and eighty-four (84) hour

schedule assignments are not special assignments. Rather, they are employees' assignments based on the employees' work schedules. That an employee assigned to work an eighty-four (84) hour schedule earns five percent (5%) more annually does not entitle the employee to challenge, grieve or appeal a decision to assign them to an eighty (80) hour schedule if determined by the Department to be necessary.

5. The 3/12.5 schedule (three twelve and one-half hour days each week and one ten hour day in the twenty eight (28) day work period). Only employees who perform law enforcement activities may be assigned this work schedule.

Management (exempt) employees are not governed by the customary eighty (80) regular hours per work period and may be expected to work more than eighty (80) hours in a work period or allowed to work less than eighty (80) hours pursuant to the specific dictates of the assignment. The department head shall regulate work schedules based on the needs of the County with due regard to maintaining reasonable and equitable work schedules for all employees.

SECTION 5 - PREMIUM PAY

Q. Sheriff's Lieutenant Watch Commander Assignment

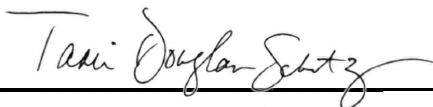
Incumbents in the Sheriff's Lieutenant– 84 classifications and who are assigned as a Watch Commander shall be eligible for straight time pay for all paid hours actually worked in excess of eighty-four(84) hours per pay period.

Incumbents in the Sheriff's Lieutenant (80 hour) classifications who are temporarily assigned to work a Watch Commander shift shall be eligible for straight-time compensation for all paid hours actually worked in excess of eighty (80) hours in a pay period while covering the Watch Commander assignment.

Paid leave shall count as hours worked for purposes of determining straight time pay in accordance with this provision. Straight time pay earned in excess of 80 (for Sheriff's Lieutenant in the 80-hour classifications) or 84 hours (for Sheriff's Lieutenant in the 84-hour classifications), in the Watch Commander assignment, is not pensionable.

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



7/14/2026

Tami Douglas-Schatz, Human Resources Director

Date

FOR THE RIVERSIDE COUNTY LAW ENFORCEMENT MANAGEMENT UNIT

William Edwards

06/29/2026

William Edwards, LEMU President

Date