

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 January 1, 2018, through December 31, 2020; and

WHEREAS, the Parties have met and conferred over the issue of whether an employee who works between 80 and 84 hours in a 14 day FLSA work period can earn compensatory time off even though those hours are not overtime and paid at straight time; and

WHEREAS, the Parties wish to modify their MOU to make it clear that an employee who works between 80 and 84 hours in a 14 day FLSA work period can earn compensatory time off for the hours between 80 and 84 even though those hours are not overtime and paid at straight time; and

WHEREAS, the following sets forth the Parties' Agreement:

1. The Parties agree to modify Article VI, Section 3 their MOU effective March 28, 2019 as can be seen by the track changes below.

ARTICLE VI:

WORK SCHEDULES, WORKWEEK, OVERTIME, AND PREMIUM PAY

SECTION 3 - OVERTIME

Overtime Work Defined. For FLSA non-exempt employees, overtime work is authorized work in excess of eighty-four (84) hours per fourteen (14) day FLSA work period. Effective March 28, 2019, for these employees, if they work between 80 and 84 hours in the 14-day FLSA work period, they have the ability to choose to accrue compensatory time off ("CTO") at straight time (in lieu of straight time compensation) for those hours worked (i.e., the hours worked between 80 and 84). If an employee chooses CTO in lieu of overtime, the CTO earned will accrue to the employee's CTO bank which is subject to a maximum accrual of 120 hours as provided in subsection D below. For the other employees in the unit, overtime work is work authorized in excess of forty (40) hours per each employee's defined FLSA workweek. Leave time does not count as hours worked for purposes of overtime. Effective on December 31, 2020, overtime shall be defined as work in excess of 80 hours in the 14 day FLSA work period, or 84 hours for employees assigned to work seven (7) twelve (12) hour shifts in the work period. In addition,

on that date, leave shall count as hours worked for purposes of determining if overtime was worked.

FOR THE COUNTY OF RIVERSIDE



Sarah Franco, ER Division Manager

3/27/19

Date

FOR THE RIVERSIDE COUNTY LAW ENFORCEMENT MANAGEMENT UNIT


Tim Brause, LEMU President

03/25/2019

Date