



RIVERSIDE COUNTY LAW ENFORCEMENT MANAGEMENT UNIT

Greetings,

(07/03/2019) Since the election of Sheriff Chad Bianco, there have been many positive changes in the Department. Not surprisingly, some rumor and speculation has occurred related to issues that could affect the LEMU membership specifically. Much of the in-progress work affecting our association had not reached a point that allowed for an informative update to you, and it seemed prudent to wait until we had some concrete information to share. The last thing we want to do is add to the rumor mill. This message will address two issues, please read the entire letter to stay informed on how your association has been involved in and on your behalf.

DM19-094, Changes to the Application to the Sheriff's Captain & Correctional Captain application process came out on 07/01/2019. Prior to implementation of the changes, Sheriff Bianco and most of his senior managers met with LEMU, as required by our MOU. The LEMU board included our three Directors-at-Large (Captain, Lieutenant, and Correctional Lieutenant) who were present to ensure the interests of all LEMU members would be represented. The discussion that took place was candid and the collaborative result is expected to open advancement in the Department to a greater number of LEMU members.

Shortly after the release of DM19-094, LEMU was made aware of an unanticipated issue with the eligibility requirements. Possession of a Supervisory POST certificate was one requirement. LEMU learned processing times for POST certificates is averaging 5 months. Several lieutenants who would otherwise be eligible had never applied for their Supervisory POST certificate and would not be able to obtain one prior to the July 19, 2019 deadline.

Sheriff's Administration was made aware of the issue, and in less than 24 hours DM19-094 (Supplemental) was released. The supplemental DM recognized **proof of application and eligibility** for the Supervisory Certificate as fulfilling the requirement. LEMU appreciates Sheriff's Administration's swift, (unprecedented) resolution to this important concern.

* If you call POST directly, they may move you to the front of the certificate queue upon explanation of the certificate requirement for promotion.

** If you plan to apply for promotion (or even if you don't) LEMU encourages you to apply for all POST certificates you are eligible for. Future requirements may call for possession of the certificates, not just application and eligibility.

The next issue that needs to be addressed is the SOT (straight overtime) relief status. LEMU members expected SOT relief following the relief (with some caveats) RSA received. Shortly after receiving information that the county offered RSA a six-month window of relief from their 86 hour pay period overtime threshold, your association board members sent two letters, one to County HR, and a second to Assistant Sheriff Vrooman, the department's labor liaison.



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The letter outlined our position that as the only county labor association under contract, and not actively in dispute at the labor table, we expected to be quickly offered a similar side letter.

Assistant Sheriff Vrooman immediately offered Sheriff's Administration's support and began to actively work towards this goal. The county HR Team has responded with an acknowledgement reply letter.

We have since learned that "the County" is interested in leveraging this request into either an extension of our current MOU, or some other concession or consideration. LEMU's position is the SOT relief is both deserved, fair, and a stand-alone issue. Recognizing the value of our hard fought for "sunset clause" which on 12/31/2020 reverts affected members back to an 80-hour pay period, absent significant incentive(s), your LEMU board has no intention of discussing a MOU re-opener or MOU term extension.

As a reminder, our sunset clause is a complete restoration of the overtime rules in place prior to the onset of the current MOU. Our current MOU article 5, section 3 reads in part; *"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."*

Your LEMU board is in constant communication with an accessible, interested, and reasonable Sheriff's Administration. Unprecedented access to our Department's leadership for our entire department has resulted in a flow of information unmatched with prior administrations. Please keep your LEMU representatives in the loop on any issues or information you're aware of that could be important to our members.

Thank you,

A handwritten signature in black ink that reads "Tim Brause".

Tim Brause
Law Enforcement Management Unit