

LEMU

LAW ENFORCEMENT MANAGEMENT UNIT

RIVERSIDE COUNTY
LAW ENFORCEMENT MANAGEMENT UNIT
28039 SCOTT ROAD # D-288
MURRIETA, CA 92563

November 10, 2011

To: All Law Enforcement Management Unit Members

For the last several months, members of the LEMU Board have participated in workshop sessions with representatives of County HR. The goal of these workshops was to come up with a plan for our next contract that would provide some stability and predictability for both the county and our members. Several good ideas were floated by both sides, and it appeared as though we had made some significant progress towards a framework for a contract that would protect our members while giving the county the cost savings they wished for.

All of that came to a screeching halt Tuesday afternoon when the county representative indicated that the Board of Supervisors had given very clear directions on what they would be willing to accept from LEMU: a 10% pay reduction, elimination of the employer paid retirement contribution, and resulting loss of the 9% buyback option for retirement, and a freeze on all step increases. In sum, this equates to a minimum 28% reduction in pensionable income for LEMU members. Additionally, the HR representatives indicated that the Board of Supervisors was not willing to accept any safety retirement formula, below 2% @55, a formula that the LEMU Board believes will seriously threaten the ability of our agency to recruit into the future.

The LEMU Board also believes the county is very close to imposing contracts on other bargaining units, including the Deputy District Attorney's Association, and intends to impose significant additional cuts on unrepresented employees, including civilian managers and executive staff members within the Sheriff's Department. It is the LEMU Board's belief that when we officially meet with county representatives before June of next year, their marching orders from the BOS will be to engage in token negotiations before imposing a draconian contract on LEMU.

It is with heavy heart that the LEMU Board must strongly urge any and all LEMU members who may be considering retiring within the next three years to contact PERS and their financial advisors to explore the possibility of retiring before the end of this contract on June 30, 2012. LEMU has shared with county representatives the grave situation that will be created by the mass retirement of our senior leadership and the seasoned and experienced sergeants who make up the backbone of the department. Additionally, they have been reminded of the difficulties that RPD faced as a result of a lack of seasoned sergeants on patrol. We have been given no reason to believe that the Board of Supervisors will be receptive to these warnings, and therefore must act in the best interest of our members in issuing this advisory.

Sincerely,

Your LEMU Board

