

**Resolution No.  
Sonoma County Administration Building  
Santa Rosa, CA 95403**

**Date:**

**RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SONOMA ADOPTING LETTERS OF UNDERSTANDING WITH THE SONOMA COUNTY DEPUTY SHERIFFS' ASSOCIATION BARGAINING UNITS 46 AND 47 (DSA) AND THE DEPUTY SHERIFFS' LAW ENFORCEMENT MANAGEMENT UNIT, BARGAINING UNIT 43 (DSLEM) IMPLEMENTING MANDATORY TIME OFF (MTO) AND FREEZING THE STAFF DEVELOPMENT BENEFIT AND PHYSICAL FITNESS ALLOWANCES EFFECTIVE SEPTEMBER 15, 2009 FOR FISCAL YEAR 2009-2010 AND DELAYING THE FIRST MTO PAYROLL DEDUCTION EFFECTIVE DATE UNTIL SEPTEMBER 22, 2009.**

**WHEREAS**, the County of Sonoma is experiencing reductions in discretionary revenues such as property taxes due to a severe slump in the housing market, reductions in sales taxes due to a sharp decline in consumer spending and reductions in other major revenues; and

**WHEREAS**, in order to reduce expenses and mitigate layoffs, the County is desirous of implementing cost saving measures; and

**WHEREAS**, the Sonoma County Deputy Sheriffs' Association is a recognized employee organization representing the Deputy Sheriffs, Bargaining Units 46 and 47 (DSA), and representing the Deputy Sheriffs' Law Enforcement Management Unit, Bargaining Unit 43 (DSLEM); and

**WHEREAS**, the County's representatives have met and conferred and reached tentative agreements with official representatives of DSA and DSLEM to participate in a Mandatory Time Off (MTO) Program and to freeze Staff Development Benefit and Physical Fitness allowances for fiscal year 2009-2010 effective September 15, 2009 with the first payroll deductions for MTO to be effective September 22, 2009; and

**WHEREAS**, the membership of DSA and DSLEM voted in favor of the tentative agreements on August 25, 2009; and

**NOW THEREFORE BE IT RESOLVED**, that the Board hereby adopts the Letters of Understanding implementing Mandatory Time Off (MTO) and freezing the Staff Development Benefit and Physical Fitness Allowances for fiscal year 2009-2010 effective September 15, 2009 and delaying the first MTO payroll deduction effective date until September 22, 2009; and

**BE IT FURTHER RESOLVED** that the County Administrator and Director of Human Resources have the authority to take any necessary administrative actions to implement the provisions of this resolution.

**Supervisors:**

Brown:	Kerns:	Zane:	Carrillo:	Kelley:
Ayes:	Noes:	Absent:	Abstain:	

SO ORDERED