

ATTACHMENT "A"
APPENDIX A3
ESC, IFPTE LOCAL 20 SALARY TABLE

Bargaining Unit 0075, Health Professionals

<u>Job Code</u>	<u>Job Title</u>	<u>A-step October 20, 2009</u>
2629	SENIOR LACTATION CONSULTANT	3043

ATTACHMENT "B"
APPENDIX A
SEIU, Local 1021 SALARY TABLE

Bargaining Unit 0095, General Supervisory

<u>Job Code</u>	<u>Job Title</u>	<u>A-step</u> <u>October 20, 2009</u>
0394	ASSESSOR'S CHANGE IN OWNERSHIP SUPERVISOR	2793

LETTER OF UNDERSTANDING

COUNTY OF SONOMA
AND
ENGINEERS AND SCIENTISTS OF CALIFORNIA

The County of Sonoma and Engineers and Scientists of California have agreed to the following regarding a wage adjustment for the classifications of Senior Lactation Consultant:

1. Engineers and Scientists of California (ESC), IFPTE Local 20, and the County of Sonoma (County) have heretofore executed a Memorandum or Understanding (MOU) that is in effect for the period of June 24, 2003 to June 29, 2009.
2. ESC, and the County have agreed to a salary for the new classification of Senior Lactation Consultant. The new salary will be effective at the beginning of the first new pay period following approval of this Letter of Understanding by the Board of Supervisors.
3. ESC and the County have agreed to amend Appendix A3, ESC Health Professional Bargaining Unit 0075 Salary Table of said MOU as follows:

Class #	Class Title	A Range
2629	Senior Lactation Consultant	3043

4. In consideration of unusual circumstances, in the completion and implementation of the classification study which led to the creation of the classification listed above, the HR Director recommends an advanced step placement (equivalent to the "G" step on the salary schedule) for the incumbent upon reclassification, provided the incumbent has been in his/her current classification for at least one year prior to reclassification.

The advanced step placement is being provided as a one-time event in consideration of the specific circumstances associated with the classification study referenced above and shall not be used in any subsequent negotiations, arbitration or other proceeding of any kind to establish a precedent or past practice.

5. This Letter of Understanding sets forth the full and entire understanding of the parties regarding the matters set forth herein. Any other prior or existing understanding or agreements by the parties whether formal or informal regarding any such matters are hereby superseded or terminated in their entirety.
6. Except as specifically provided herein, it is agreed and understood that the Union voluntarily and unqualifiedly waives its right to and releases the County from any obligation to meet and confer on any subject matter contained herein.
7. No agreement, understanding, variation, waiver or modification of any of the terms of provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by the parties hereto and, if required, approved and implemented by the County's Board of Supervisors.
8. Nothing in this Letter of Understanding shall be construed to limit, remove, expand or in any way alter the existing or future jurisdiction or authority of the Civil Service Commission as provided in Sonoma County Ordinance No. 305-A as amended or as provided in the rules adopted in accordance with said ordinance.
9. The waiver of any breach, term or condition of this Letter of Understanding by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

ESC IFPTE Local 20

10/7/09
Date

County of Sonoma

9/30/09
Date

LETTER OF UNDERSTANDING

COUNTY OF SONOMA
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021

The County of Sonoma and Service Employees International Union, Local 1021 have agreed to the following regarding the salary range for the classification of Assessor's Change in Ownership Supervisor:

- 1. SEIU Local 1021, and the County of Sonoma (County) have heretofore executed a Memorandum or Understanding (MOU) that is in effect for the period of September 1, 2009 through August 31, 2010.
2. SEIU Local 1021, and the County have agreed to a salary for the new classification of Assessor's Change in Ownership Supervisor. The new salary will be effective at the beginning of the first new pay period following approval of this Letter of Understanding by the Board of Supervisors.
3. SEIU Local 1021 and the County have agreed to amend Appendix A, SEIU General Supervisory, Bargaining Unit 0095 Salary Table, of said MOU as follows:

Table with 3 columns: Class #, Class Title, A Range. Row 1: 0394, Assessor's Change in Ownership Supervisor, 2793

- 4. In consideration of delays caused by unusual circumstances in completion of the classification study, the Human Resources Director will support a recommendation by the appointing authority for an advanced step placement (equivalent to 2.5% on the salary schedule). The advanced step placement is being provided as a one-time event in consideration of the specific circumstances associated with the classification study and shall not be used in any subsequent negotiations, arbitration or other proceeding of any kind to establish a precedent or past practice.
5. This Letter of Understanding sets forth the full and entire understanding of the parties regarding the matters set forth herein. Any other prior or existing understanding or agreements by the parties whether formal or informal regarding any such matters are hereby superseded or terminated in their entirety.
6. Except as specifically provided herein, it is agreed and understood that the Union voluntarily and unqualifiedly waives its right to and releases the County from any obligation to meet and confer on any subject matter contained herein.
7. No agreement, understanding, variation, waiver or modification of any of the terms of provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by the parties hereto and, if required, approved and implemented by the County's Board of Supervisors.
8. Nothing in this Letter of Understanding shall be construed to limit, remove, expand or in any way alter the existing or future jurisdiction or authority of the Civil Service Commission as provided in Sonoma County Ordinance No. 305-A as amended or as provided in the rules adopted in accordance with said ordinance.
9. The waiver of any breach, term or condition of this Letter of Understanding by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

SEIU Local 10210

County of Sonoma

10/6/09
Date

10/6/09
Date