

EXHIBIT 1

SONOMA COUNTY CONFIDENTIAL EMPLOYEES ASSOCIATION (SCCEA)

24.3 ACCRUAL RATES

Each employee who has completed the following in-service hours shall accrue vacation at the appropriate rate shown below. In-service hours include all hours in pay status up to a maximum of eighty (80) hours in a pay period. In lieu of overtime, during each year Unrepresented Administrative Management employees and Department Heads have seven **and-a-half** ~~1/2~~ days (60 hours) of Administrative Leave added to their vacation accrual. Effective December 10, 2002, elected Department Heads shall accrue seventy-seven (77) hours of Administrative Leave. The equivalent days and the maximum accumulation columns below for Appointed Department Heads and Administrative Management employees include both vacation and administrative leave. Rates shown below will be adjusted to reflect any unpaid time in each pay period. The accrual rates and maximum accumulated hours shown in the chart below are effective the pay period beginning August 20, 2002 September 14, 2004.

UNREPRESENTED CONFIDENTIAL AND UNREPRESENTED EMPLOYEES

Years Comp Full-Time Service	No. of Comp In-Service Hours	Vacation Accrual per 80 In-Service Hours	Total Equiv. Days	Max. Accum.
0 - 2	0 - 4,174.2	3.07	10	260 280
2 - 3	4,74.3 - 6,261.4	3.68	12	260 280
3 - 4	6,261.5 - 8,348.5	3.99	13	260 280
4 - 5	8,348.6 - 10,435.6	4.29	14	260 280
5 - 10	10,435.7 - 20,871.2	4.60	15	260 280
10 - 15	20,871.3 - 31,306.8	5.83	19	260 280
15 - 20	31,306.9 - 41,742.4	6.44	21	264 280
20 - 25	41,742.5 - 52,178.0	7.05	23	280
more than 25	52,178.1 or more	7.36	24	280