

APPENDIX F

Appendix F is hereby added to the 2003-2007 Memorandum of Understanding between the County of Sonoma and Sonoma County Law Enforcement Association (SCLEA) to read as follows:

1. SCLEA and the County of Sonoma have heretofore executed a Memorandum of Understanding that is in effect until 11:59 p.m., June 18, 2007.
2. The Association and the County are desirous of amending Article 21.3 of said Memorandum, effective the pay period beginning September 14, 2004, to amend the Maximum Vacation Accrual Rates for Non-Supervisory and Supervisory Units as follows:

21.3 Accrual

Non-Supervisory

Each non-supervisory employee who has completed the following in-service hours shall accrue vacation leave at the appropriate rate shown below. In-service hours include all hours in pay status excluding overtime. Rates shown below will be adjusted to reflect any unpaid time in each pay period.

YEARS OF COMPLETED FULL-TIME SERVICE	IN-SERVICE HOURS OF COMPLETED SERVICE	RATE FOR 80 IN-SERVICE HRS. PER PAY PERIOD	MAXIMUM ACCUMULATED HOURS
0 through 2	0 to 4174.2	3.07	280 310
2 through 5	4174.3 to 10435.6	3.68	280 310
5 through 10	10435.7 to 20871.2	4.60	280 310
10 through 15	20871.3 to 31306.8	5.83	280 310
15 through 20	31306.9 to 41742.4	6.75	290 310
20 through 25	41742.5 to 52178.0	7.36	300 310
25 or greater	52178.1 or more	7.67	310

Supervisory Units

Each employee in supervisory bargaining units who has completed the following in-service hours shall accrue vacation leave at the appropriate rate shown below. In-service hours include all hours in pay status excluding overtime. Rates shown below will be adjusted to reflect any unpaid time in each pay period.

YEARS OF COMPLETED FULL-TIME SERVICE	IN-SERVICE HOURS OF COMPLETED SERVICE	RATE FOR 80 IN-SERVICE HRS. PER PAY PERIOD	MAXIMUM ACCUMULATED HOURS
0 through 2	0 to 4174.2	3.07	280 360
2 through 5	4174.3 to 10435.6	3.68	280 360
5 through 10	10435.7 to 20871.2	4.60	280 360
10 through 15	20871.3 to 31306.8	5.83	320 360
15 through 20	31306.9 to 41742.4	6.75	360
20 through 25	41742.5 to 52178.0	7.36	360
25 or greater	52178.1 or more	7.67	360

~~New accrual and accumulation rates shown above will go into effect the first full pay period after this agreement is adopted by the Board of Supervisors.~~

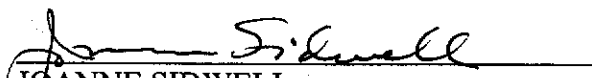
APPENDIX F – Maximum Vacation Accrual Rates
Sonoma County Law Enforcement Association (SCLEA)

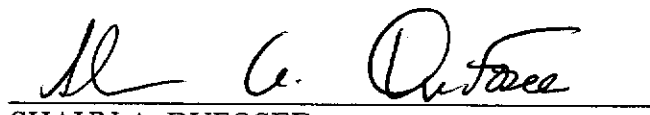
3. This Memorandum of Understanding sets forth the full and entire understanding of the parties regarding the matters set forth herein. Any other prior or existing understanding or agreements by the parties whether formal or informal regarding any such matters are hereby superseded or terminated in their entirety.
4. 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 or matter contained herein during the term of this 2003-2007 Memorandum of Understanding.
5. No agreement, understanding, variation, waiver or modification of any of the terms or 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.
6. Nothing in this agreement 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 thereunder.
7. The waiver of any breach, term or condition of this Memorandum of Understanding by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

SIGNATURES

FOR THE COUNTY:

FOR SCLEA:


JOANNE SIDWELL
Employee Relations Manager


SHAUN A. DUFOSEE
SCLEA President

Date: 8/27/04

Date: 08/31/04