

## APPENDIX O

Appendix O is hereby added to the 2002-2008 Memorandum of Understanding between the County of Sonoma and Service Employees' International Union (SEIU, Local 707) to read as follows:

1. SEIU, Local 707 and the County of Sonoma have heretofore executed a Memorandum of Understanding that is in effect until 11:59 p.m., June 30, 2008.
2. The Union and the County are desirous of amending Articles 14.3 and 14.4 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:

### 14.3 Vacation - Accrual Rates - Non-Supervisory Unit

Each non-supervisory employee who has completed the following in-service hours shall accrue vacation leave at the appropriate rate shown below. Rates shown below will be adjusted to reflect any unpaid time in each pay period. Hours will be accumulated to the maximum indicated in the following table:

YEARS OF COMPLETED FULL-TIME SERVICE	IN-SERVICE HOURS OF COMPLETED SERVICE	RATE FOR 80 IN-SERVICE HOURS	MAXIMUM ACCUMULATED HOURS
0 through 2	0.0 to 4174.2	3.07	240 <b>280</b>
2 through 3	4174.3 to 6261.4	3.68	240 <b>280</b>
3 through 4	6261.5 to 8348.5	3.99	240 <b>280</b>
4 through 5	8348.6 to 10435.6	4.29	240 <b>280</b>
5 through 10	10435.7 to 20871.2	4.60	248 <b>280</b>
10 through 15	20871.3 to 31306.8	5.83	256 <b>280</b>
15 through 20	31306.9 to 41742.4	6.44	264 <b>280</b>
20 through 25	41742.5 to 52178.0	7.05	280
25 or greater	52178.1 or more	7.36	280

### 14.4 Vacation - Accrual Rates - Supervisory Unit

Each employee in the General Supervisory Bargaining Unit 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. Hours will be accumulated to the maximums indicated in the table below. No employee promoted to a supervisory position shall have his or her maximum accumulation of vacation hours reduced as a result of the promotion.

YEARS OF COMPLETED FULL-TIME SERVICE	IN-SERVICE HOURS OF COMPLETED SERVICE	RATE FOR 80 IN-SERVICE HOURS	MAXIMUM ACCUMULATED HOURS
0 through 2	0.0 to 4174.2	3.07	240 <b>360</b>
2 through 3	4174.3 to 6261.4	3.68	240 <b>360</b>
3 through 4	6261.5 to 8348.5	3.99	240 <b>360</b>
4 through 5	8348.6 to 10435.6	4.29	240 <b>360</b>
5 through 10	0435.7 to 20871.2	4.60	280 <b>360</b>
10 through 15	20871.3 to 31306.8	5.83	320 <b>360</b>
15 through 20	31306.9 to 41742.4	6.44	360
20 through 25	41742.5 to 52178.0	7.05	360
25 or greater	52178.1 or more	7.36	360

**APPENDIX E - Maximum Accumulation of Vacation Hours**  
**Service Employees' International Union (SEIU, Local 707)**


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 2002-2008 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 SEIU, LOCAL 707:**

  
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JOANNE SIDWELL  
Employee Relations Manager

  
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MICHAEL ALLEN  
SEIU, Local 707 General Manager

Date: Aug. 29, 2004

Date: Sept 1, 2004