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APPENDIX F

MAR 03 2003

Appendix F is hereby added to the 2002-2008 Memorandum of Understanding between the County of Sonoma and SEIU, Local 707 to read as follows:

SEIU LOCAL 707

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 Article 18.6 of said Memorandum as follows:


ARTICLE 18 – BARGAINING UNIT AND SPECIAL PROVISIONS

18.6 Supervisory Unit – Supervisory – Subordinate – Salary Alignment

During the term of this Memorandum, whenever the difference between the "I" Step of the salary range of the supervisor's subordinate classification is less than 10%, upon request by the Union, the County shall meet and confer with the Union on the supervisor's salary range.

Effective March 4, 2003, one (1) Accounting Technician position at the Sonoma County Water Agency that supervises Account Clerk III's will receive a 4.1% premium for as long as the base salary difference between that position and direct subordinates is 5.9% or less, at the "I" Step.


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or existing understanding or agreements by the parties whether formal or informal regarding any such matters are hereby superseded or terminated in their entirety.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.



STEVE O'KEEFE, SEIU, Local 707

3-5-03

DATE



JOANNE SIDWELL, Human Resources

2/27/03

DATE