

APPENDIX N

Appendix N is hereby added to the 2002-2008 Memorandum of Understanding between the County of Sonoma and 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 Article 8.1, Appendix A - Service & Technical Support Non-Supervisory Unit - 0005 of said Memorandum to establish the salary ranges for the following classifications.

SEIU SERVICE & TECHNICAL SUPPORT NON-SUPERVISORY UNIT - 0005

Class Code	Class Title	Salary Range (A Step), Effective:	
		3/24/04	6/22/04
0550	Permit Technician I	1886	1952
0552	Permit Technician II	2070	2142

3. The parties agree that the job class of Permit Specialist shall be replaced by Permit Technician II (journey) and Permit Technician I (trainee/entry) effective 6/24/04

The 1.3% market adjustment shown by Appendix B for Permit Specialist effective 6/22/04 and shall be included within the salary range established effective 3/23/04 for Permit Technician II. The 1.3% market adjustment shown by Appendix B for Permit Specialist effective 6/22/04 shall not be extended to the Permit Specialist I in order to retain a 9.76% spread in the salary range between Permit Technician I and Permit Technician II.

While the salary range for Permit Technician II has been set at the current level of the Building Plans Examiner I (Range 2070), any future market or equity salary adjustment will be reviewed in context with the salary range assigned other County job classes within the Permits and Resource Management Department, and/or relevant market data.

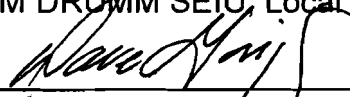
No incumbent needs be "Y" rated based the reclassification and negotiated salary range for each class shown under item 2. of this Appendix.

4. 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or existing understanding or agreements by the parties whether formal or informal regarding any such matters are hereby superseded or terminated in their entirety.
5. 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.
6. 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.

7. 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.
8. 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.



TOM DRUMM SEIU, Local 707



DAVE GONZALEZ County

3/12/04

DATE

3/12/04

DATE