

**LETTER OF AGREEMENT
COUNTY OF SONOMA & SEIU, LOCAL 707
DHS REDUCTIONS (BOS action of May 9 and 16, 2006)**

The Board of Supervisors' (BOS) actions of May 9, 2006 (Amendment to Department of Health Services Allocation List) and May 16, 2006 (Mental Health Redesign Model and Financial Plan) authorized the elimination of 17.70 FTEs as of June 30, 2006 in the Department of Health Services. These actions affect the layoff of three employees ((1) 0.70 Nursing Assistant, (1) .80 Supervising NP/PA and (1) AODS Intake Interviewer) represented by SEIU, Local 707. The BOS actions may also carry impacts to other Department of Health employees represented by SEIU, Local 707.

Pursuant to Govt. Code 3500 et. seq., the County of Sonoma and SEIU, Local 707 met and conferred over the impacts within the scope of representation on the actions referenced above to SEIU-represented employees.

The parties agree to the following:

1. APPLICABILITY OF C.S. RULE 8.7(D) – LIMITED APPEAL OF TRANSFER
This Civil Service Rule 8.7 applies to transfers that result in loss of shift differential or other specialty assignment premium.
2. Kim Caldewey-Coshnear, Sup FNP/PA
Employee is offered a voluntary demotion to a 1.00 FTE Program Planning Analyst position effective the date of layoff from her current position. Employee will serve a one-year probationary period, consistent with Civil Service Rules.
3. Lorena Gomez-Gil, AODS Intake Interviewer
Options are as follows:
 - Employee may exercise displacement rights to an Office Assistant II by June 22, 2006. Consistent with Civil Service Rules, employee will not serve a new probationary period if this option is chosen. Employee will continue to receive bilingual pay in this position.
 - Employee is offered a voluntary demotion to a 1.0 FTE Clinic Clerk position effective the date of layoff from her current position. Consistent with Civil Service Rules, employee will serve a new six-month probationary period. Employee will continue to receive bilingual pay in this position.
 - Employee is offered transfer to a FTE 1.0 Public Health Assistant (WIC) position effective the date of layoff from her current position. Consistent with Civil Service Rules, employee will serve new six-month probationary period. Employee will continue to receive bilingual pay in this position.

4. Michele Matthews, Nursing Assistant

Employee is offered a voluntary demotion to a 0.7 FTE Client Support Assistant effective the date of layoff from her current position. Consistent with Civil Service Rules, employee will serve a six-month probationary period.

5. Employees Remaining in the IPU

All current and existing agreements regarding scheduling of time off, coverage for paid and unpaid absences, assignment of overtime, and employee schedules shall remain in effect. The Department and the Union may continue dialogue regarding any of these subjects by mutual agreement.

This Agreement constitutes the entire agreement between the parties and supersedes all prior and contemporaneous agreements, representations and understandings of the parties related to these matters.

Each party enters this Agreement voluntarily and free from any coercion or duress.

Bill Hicks
SEIU, LOCAL 707 (Union)

Esther Podar
COUNTY OF SONOMA (Employer)

6/29/06
DATE

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DATE