

**Letter of Agreement**  
**Between the County of Sonoma County (County)**  
**And Sonoma County Law Enforcement Association (SCLEA)**

**Suspension of Certain Elements of MOU Article 14.8**

The Sonoma County Sheriff's Office has temporarily closed the North County Detention Facility (NCDF). This has resulted in a reduction in the mandated overtime that Correctional Deputies must sign up for on the monthly schedule. This reduction in overtime has triggered the meet and confer requirement in Section 14.8 of the MOU between the County of Sonoma and SCLEA.

The Sheriff's Office and SCLEA have met and conferred over the impacts of the reduction in overtime and have come to the following agreement:

1. While the NCDF is closed during the COVID-19 declared emergency, all sick leave referred to in Section 14.8 of the MOU shall be counted as hours worked in paid status for the purposes of calculating overtime.
2. Once the NCDF has re-opened, the parties will meet approximately two weeks following the re-opening to assess the level of mandated overtime required of correctional staff.
3. Two (2) consecutive months following the re-opening of the NCDF, the terms of this letter shall end and the terms and conditions outlined in Section 14.8 of the MOU shall be restored.
4. The parties hereby acknowledge and agree that this Letter of Agreement does not create a precedent or establish any practice.
5. SCLEA agrees that the County has met its obligation to meet and confer on the contents of this Agreement.
6. This agreement 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or existing understanding or agreements by the parties whether formal or informal regarding such matters are hereby superseded or terminated in their entirety.
7. 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.

8. The waiver of any breach, term or condition of this Letter of Agreement by either party shall not constitute a precedent in any future enforcement of all its terms and provisions.

Signature on file

---

SCLEA

Date

Signature on File

---

County of Sonoma

Date