



Mendocino County Human Resources Department

501 Low Gap Road, Room 1326

Ukiah, CA 95482

707.234.6600

Fax 707.468.3407

www.mendocinocounty.org/hr

hr@mendocinocounty.org

**Side Letter of Agreement between the County of Mendocino
And Mendocino County Department Head Association
November 29, 2022**

Background

Whereas Mendocino County (County) and Mendocino County Department Head Association are parties to a memorandum of understanding (MOU) that expired on August 31, 2022;

Whereas the parties have been engaged in good faith bargaining for a successor MOU since Fall 2022;

Whereas the parties have been engaged in good faith bargaining for a successor MOU;

Whereas the parties have not yet agreed as to all terms and conditions of employment to include in a successor MOU;

Whereas the County and Department Head Association agree that County employees who are Department Head Association bargaining unit members should receive the supplemental payment agreed upon by the parties during this round of negotiations as quickly as possible;

Therefore, the parties agree as follows:

1. On a non-precedential basis, the Board of Supervisors and Department Head Association agree that the County will issue the benefits set forth within this side letter of agreement.
2. The parties will continue to meet and confer in good faith over a successor MOU and such terms as either have or may propose.

Employment terms authorized by this side letter:

One-time ARPA Funds

All regular full-time and part-time Department Head Association bargaining unit employees employed as of November 30, 2022, and also employed on the payment date will receive a \$3,000 supplemental payment from one-time ARPA funds. Extra Help employees employed between July 1, 2022 -November 26, 2022 (Measurement Period), and also employed on the payment date will receive the following based upon the average hours worked by such employee in each pay period during the Measurement Period:



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- \$1500 for employees who worked an average of between 20-47 hours per pay period;
- or \$3000 for employees who worked an average of 48 or more hours per pay period.

This supplemental payment shall not be added to base salary. It is understood that this payment is subject to tax withholding. This one-time payment will be issued for the pay period in which the Board of Supervisors ratifies this side letter, and paid with the employee's December 16th, 2022 regular scheduled paycheck.



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COUNTY OF MENDOCINO

Darcie Antle

By: _____

DARCIE ANTLE, Chief Executive Officer

Department Head Association

By: *Jeffrey Aaron*

Jeffrey Aaron, Negotiation Team Member

COUNTY OF MENDOCINO

TW

By: _____ 12/06/2022

TED WILLIAMS, Chair

BOARD OF SUPERVISORS

By: *AC Molgaard*

Anne Molgaard, Negotiation Team
Member

ATTEST: DARCIE ANTLE

Clerk of the Board

Amrap

Deputy

12/06/2022

I hereby certify that according to the
provisions of Government Code Section
25103, delivery of this document has been
made.

DARCIE ANTLE, Clerk of said Board

By: Atlas Pearson, Senior Deputy Clerk of the Board

By: *Amrap*

Deputy

12/06/2022