



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
Management Association
November 29, 2022**

Background

Whereas Mendocino County (County) and Mendocino County Management Association are parties to a memorandum of understanding (MOU) that expired on September 30, 2022;

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

Whereas the parties have reached a tentative agreement on a successor MOU, but that MOU has yet to be ratified by either party;

Whereas the County and Management Association agree that County employees who are Management bargaining unit members should receive the benefits 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 On a non-precedential basis, the Board of Supervisors and Management Association agree that the County will issue the benefits set forth within this side letter of agreement.
2. The parties will continue to proceed with ratification procedures for the successor MOU.

Employment terms authorized by this side letter:

One-time ARPA Funds

All regular full-time and part-time Management 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:

- \$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.



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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.



COUNTY OF MENDOCINO

By: Darcie Antle
DARCIE ANTLE, Chief Executive Officer

Mendocino County Management Association

By: Jena Conner
JENA CONNER, Negotiation Team Member

COUNTY OF MENDOCINO

By: TW 12/06/2022
TED WILLIAMS, Chair
BOARD OF SUPERVISORS

By: Tony Rakes
TONY RAKES, Negotiation Team Member

By: Jennifer Thompson
JENNIFER THOMPSON, Negotiation Team Member

ATTEST: DARCIE ANTLE
Clerk of the Board

Atlas Pearson
Deputy 12/06/2022

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

By: Atlas Pearson, Senior Deputy Clerk of the Board

DARCIE ANTLE, Clerk of said Board

By: Atlas Pearson
Deputy 12/06/2022