



Mendocino County Human Resources Department

Attachment B
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**Side Letter of Agreement between the County of Mendocino
and Mendocino County Management Association
December 5, 2022**

This letter confirms the intent of the County of Mendocino (County) and the Mendocino County Management Association (Management Association) to establish an agreement outside of the parties' Memorandum of Understanding.

If the County pays employees in any bargaining unit an across-the-board increase to the base salary/wage rate between October 1, 2022 and June 30, 2023 (i.e., a COLA exceeding 2%) that exceeds any such salary increase contained in the parties' MOU ratified on December 13, 2022, the County shall adjust any such increase contained in the parties' MOU so that they are equivalent to those granted to employees in that other bargaining unit. Such adjustments shall be effective at the time the base wage increase is granted to the employees in the other bargaining unit. The County agrees to meet and confer regarding implementation of the same.

For the purposes of this Agreement, the term "bargaining unit" refers to a bargaining unit where a single employee association has been granted exclusive representation rights pursuant to the Meyers-Milias-Brown Act. This Me-Too Clause shall not apply to any compensation increases based upon a class-specific compensation survey, or to any premium pays.

This Agreement will sunset effective June 30, 2023, and will not be included in the subsequent successor MOU.

For the County of Mendocino:

Handwritten signature of Darcie Antle in blue ink.

Darcie Antle

For the Management Association:

Handwritten signature of Jena Conner in blue ink.

Jena Conner

Date: December 5, 2022

Handwritten signature of Tony Rakes in blue ink.

Tony Rakes

Handwritten signature of Jennifer Thompson in blue ink.

Jennifer Thompson

Date: _____