



Mendocino County Human Resources Department
Cherie Johnson, Director

**Side Letter of Agreement between the County of Mendocino
and Service Employees' International Union, Local 1021**

October 2025

This Side Letter is entered into between the County of Mendocino and the Service Employees' International Union, Local 1021, collectively referred to as "Parties."

The Parties have resolved meet and confer obligations, and, by this Side Letter, agree to amend Article 8, Subsection 1 Probationary Periods for New Hires, Promotions, Demotions, and Transfers, to be effective upon ratification, as follows:

ARTICLE 8. CIVIL SERVICE/MERIT SYSTEMS

1. Probationary Periods for New Hires, Promotions, Demotions, and Transfers

~~If the employee has already successfully completed probation for any County classification, that employee shall serve a 6-month probationary period if they are promoted into a higher classification. If the employee has not already successfully completed probation for any classification, there shall be a 12-month probationary period for all persons who are newly hired, promoted, demoted, or who transfer from one classification into a different classification in the same salary grade. If the employee has already successfully completed probation for any County classification in their current period of continuous employment, that employee shall serve a 6-month probationary period if they are promoted into a higher classification appointed to another classification, including, but not limited to promotion, demotion, and appointment to a lower classification. This section does not apply to trainees.~~

Employees covered by this 12-month probation shall have a 5-month and 11-month review and evaluation.

Additional evaluations and reviews may occur.

Transfers to a different department within the same classification.

There shall be a six (6) month probationary period for all such transfers – provided the employee has previously passed a probationary period for the classification.

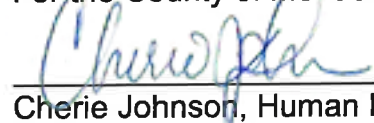
Rehires

An employee returning to service with the County after a break in service into a classification in which he / she has previously passed probation shall serve a new 6-month probationary period from the date of re-hire.

Probationary Periods for trainee positions and promotions without recruitment

The County agrees to reduce the probationary period from one year to six (6) month probationary period for incumbents after their promotion to journey level from classifications designated as trainee, such as: Animal Control Officer in Training, Environmental Health Specialist I, Mental Health Clinician I, Staff Assistant I, Legal Secretary I, etc.; or from classifications for which the Civil Service Commission has specifically approved and is stated in the class specification that incumbent may be promoted without recruitment upon attainment of the required license or certification, such as: Agriculture Standards Specialist I and II, Road Maintenance Worker I, II and III, Building Inspector I, etc.

For the County of Mendocino:


Cherie Johnson, Human Resources Director

Date: 10/27/2025

For SEIU:


Patrick Hickey, Field Representative

Date: 10/27/2025