



MENDOCINO COUNTY EXECUTIVE OFFICE

NEWS RELEASE

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TO: MENDOCINO COUNTY NEWS MEDIA
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MENDOCINO COUNTY RELEASES STATE FACTFINDING REPORT ON LABOR IMPASSE WITH SEIU 1021

The County of Mendocino has released the results and recommendations of a factfinding process engaged in by SEIU 1021 and the County in an effort to resolve the current impasse in labor negotiations. The panel is composed of three members: one representing the County, one representing the union, and a chairperson mutually selected or appointed by the Public Employee Relations Board (PERB) from a statewide list.

Labor negotiations between the Union and the County stalled in October, 2013, when the two sides failed to agree on nine separate issues, the most important of them being SEIU's proposal for a 10% salary increase phased in by January 1, 2016. The County had proposed a rollover of the current contract for one year in light of slow revenue growth, precarious financial positioning, increased pension costs, and the inability to guarantee that salary increases could be sustained in the long-term.

The panel agreed with the County on 7 out of 9 disputed key points. Although the panel agreed to recommend that the Board of Supervisors consider a 3% raise for the bargaining unit, the panel was unable to identify a sustainable source of funding to finance the enhancement. SEIU received several setbacks when the report disagreed with their proposal to ban contracting out of County services, and that the County's recent healthcare premium rate increase of 3% was considered reasonable and moderate. The panel's recommendations are advisory only.

"Overall we are very pleased." stated Assistant CEO Kyle Knopp, who leads the County's negotiations team. "The Board's position continues to be based on stabilizing County finances and tying increased compensation to sustainable increases in County revenue."

Currently, SEIU 1021 employees receive 30 hours of personal leave annually, 3 days of bereavement leave with options to extend, 40 hours of vacation accrual cash-out, 24 hours of banked compensatory time off (CTO), a \$20,000 life insurance policy, clothing allowance for certain classifications, access to approved bilingual pay, a defined benefit pension plan, 75% cost coverage for health insurance (Medical, Dental, and Vision), regularly scheduled merit pay increases of 5%, access to 3 deferred compensation plans, 11 paid holidays, up to 25 days of paid vacation annually with an option to bank an additional 25 days in a year, 15 sick days annually, family sick leave, 8 hours of wellness leave, and jury duty pay.

The report can be accessed [HERE](#), the County's partial dissent [HERE](#), and an extended press release is available [HERE](#).

Released by: 
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