



MENDOCINO COUNTY EXECUTIVE OFFICE

NEWS RELEASE

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TO: MENDOCINO COUNTY NEWS MEDIA
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COUNTY AND PUBLIC ATTORNEYS ASSOCIATION REACH AGREEMENT

Ukiah, California... May 8, 2007

The Mendocino County Board of Supervisors signed its first Memorandum of Understanding (MOU) with the Public Attorneys Association, affiliated with Teamsters Local 856, at the May 8, 2007, Board meeting.

The MOU provides Civil Service coverage for the attorneys, who were previously exempt, and a series of biannual salary increases to bring attorneys' wages closer to the average wages paid in comparable counties. The term of the contract is three years, from April 2007 to April 2010.

The negotiations were lengthy due to several delays including two months of meetings by the County and other bargaining units regarding the comparable counties, a suspension of negotiations for over two months by the attorneys while they were securing representation from the Teamsters Union, and a week-long strike in March 2007.

Ultimately, both parties agreed to mediation by the State Mediation and Conciliation Services, which resulted in reaching agreement on wages. This was followed by further negotiations to develop and agree to the language in the inaugural MOU. The MOU outlines, among many topics, benefits and procedures for grievances and evaluations.

The Public Attorneys Association voted on April 19, 2007 to officially affiliate with the Teamsters, to establish agency shop for their unit, and to ratify the proposed MOU.

The County worked to strike a balance between being responsive to the needs of individual bargaining units, and maintaining consistency in its approach to all negotiations. Al Beltrami, Chief Executive Officer, commented, "The MOU for the attorneys is structured to support the work that they do – at the same time, it is right in line with what we have offered other units."

"While it has been a long haul, we've ended up with an agreement that both parties can stand behind," said Third District Supervisor John Pinches.

May 8, 2007

“The bargaining process used county comparatives to negotiate the Public Attorneys Association contract. This is in keeping with the Board of Supervisors compensation philosophy and other bargaining unit contracts,” stated Board of Supervisor’s Chair Kendall Smith.

“The Board has worked diligently to balance the needs of our most important asset, our employees, with significant fiscal constraints. The Public Attorneys Association contract accomplishes this difficult task,” Chair Smith concluded.

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