

MEMORANDUM OF UNDERSTANDING

BETWEEN THE

COUNTY OF MENDOCINO

AND THE

MENDOCINO COUNTY

DEPARTMENT HEAD ASSOCIATION



EFFECTIVE FEBRUARY 14, 2012 THROUGH JULY 31, 2013

This Memorandum of Understanding (MOU) represents the tentative agreements reached by the parties on December 11, 2011 as follows:

1. Term: Effective February 14, 2012 through July 31, 2013.
2. The parties agree to a continuing salary reduction of ten percent (10%) for all employees covered by this agreement, effective July 1, 2010.
3. The Mendocino County Department Head Association agrees the County has the right to implement a new tier retirement formula for employees hired after the effective date of the new tier. Prior to the County adopting a new tier retirement formula, the County and the Mendocino County Department Head Association will meet and discuss the benefit level(s) the County is considering.
4. The Computer Loan Program is eliminated effective February 14, 2012. Employees participating in the program prior to that date shall be eligible to remain in the program until their loan is paid off.
5. All other existing MOU provisions remain in effect.

DATED: _____, 2012

COUNTY OF MENDOCINO

**MENDOCINO COUNTY
DEPARTMENT HEAD ASSOCIATION**

By: _____
CARMEL J. ANGELO, Chief
Executive Officer

By: _____
LINDA THOMPSON,
DHA President

By: _____
RICK HAEG, Labor Consultant
Nickolaus & Haeg

By: _____
PAT MEEK,
Human Resources Director

By: _____
JOHN MCOWEN, Chair
Board of Supervisors

CARMEL J. ANGELO, Clerk of said
Board

By _____
Deputy

APPROVED AS TO FORM:

JEANINE B. NADEL, County Counsel

By: _____