

MEMORANDUM OF UNDERSTANDING

BETWEEN THE

COUNTY OF MENDOCINO

AND THE

MENDOCINO COUNTY

ASSOCIATION OF CONFIDENTIAL
EMPLOYEES



EFFECTIVE

FEBRUARY 14, 2012 THROUGH AUGUST 31, 2013

This Memorandum of Understanding (MOU) represents the tentative agreements reached by the County of Mendocino and the Mendocino County Association of Confidential Employees (MCACE) on February 2, 2012 as follows:

1. Term

Effective February 14, 2012 through August 31, 2013.

2. Retirement

A new lower tier retirement formula for employees hired into the Confidential Unit job classifications may be created if created for other bargaining units including general (non-safety) classifications.

3. Computer Loan Program

Effective February 14, 2012, the computer loan program will be discontinued. Members of the Confidential Unit who are currently utilizing the program, as well as members who apply for a loan before the effective date, will be grandfathered in until their loan is paid off.

4. Personal Leave

Effective February 14, 2012, Personal Leave hours will increase from twenty-four (24) hours to thirty (30) hours annually with the additional six (6) hours for Calendar Year 2012 being available to the employee in the pay period which includes February 14, 2012.

5. MOU

All other existing MOU provisions will remain in effect.

DATED: _____, 2012

COUNTY OF MENDOCINO

**MENDOCINO COUNTY
ASSOCIATION OF CONFIDENTIAL
EMPLOYEES**

By: _____
CARMEL J. ANGELO, Chief
Executive Officer

By: _____
Randi M. Andrade, Co-Chair

By: _____
RICK HAEG, Labor Consultant
Nickolaus & Haeg

By: _____
Tim Mitchell, Co-Chair

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: _____