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**HUMAN RESOURCES – MENDOCINO COUNTY**

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**DATE:** July 27, 2010

**TO:** Janelle Rau, Chief Negotiator  
Mendocino County Management Association

**FROM:** Rick Haeg, Labor Consultant  
Teresa Haase, Director of Human Resources

**SUBJECT:** Management Bargaining Unit Tentative Agreement

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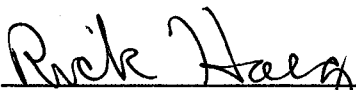
Janelle, the County and the Mendocino County Management Association have reached a tentative agreement for a new Memorandum of Understanding (MOU).

The terms are as follows:

1. Term: One (1) year effective October 1, 2010 through September 30, 2011.
2. Ongoing salary Reduction of 10% for all employees covered by this agreement, effective October 3, 2010 (pay period 21).
3. Market study to be conducted by Human Resources with no compensation adjustments.
4. Delete MOU Article 14.3 County Retirement Contribution
5. County has the ability to implement a new, lower tier retirement benefit level for new hires during the term of this MOU, for new employees hired after the implementation date of the new tier.
6. All other MOU provisions remain in effect.

County of Mendocino

Mendocino County Management  
Association

  
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Rick Haeg, Labor Consultant

  
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Janelle Rau, Chief Negotiator

7.27.2010  
Date

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Date