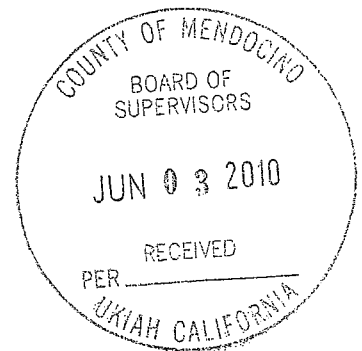


MEMORANDUM OF UNDERSTANDING BETWEEN THE  
COUNTY OF MENDOCINO AND THE MENDOCINO  
COUNTY DEPARTMENT HEAD ASSOCIATION

EFFECTIVE JULY 1, 2010  
THROUGH JUNE 30, 2011



*Attachment A*


This Memorandum of Understanding (MOU) represents the tentative agreements reached by the parties on May 25, 2010 as follows:


1. Term: One (1) year effective July 1, 2010 through June 30, 2011.
2. Salary reduction of 10% for all employees covered by this agreement, effective July 1, 2010.
3. All other terms and conditions of employment remain in effect during the term of this agreement.

DATED: June 8, 2010

**COUNTY OF MENDOCINO**

**MENDOCINO COUNTY  
DEPARTMENT HEAD ASSOCIATION**


By:   
CARMEL J. ANGELO, Chief  
Executive Officer

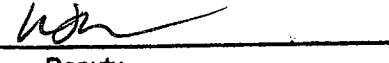
By:   
WESLEY FORMAN  
DHA President

By:   
RICK HAEG, Labor Consultant  
Nickolaus & Haeg

The foregoing instrument is a correct  
copy of the original on file in this office.

ATTEST:  
CARMEL J ANGELO Clerk of the Board  
of Supervisors of the County of  
Mendocino, State of California

By:   
TERESIA A. HAASE  
Human Resources Director

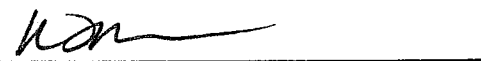
By:   
Deputy

By:   
CHAIR, Board of Supervisors

**APPROVED AS TO FORM:**

CARMEL J. ANGELO, Clerk of said Board

JEANINE B. NADEL, County Counsel

By:   
Deputy

By: 