

MENDOCINO COUNTY

BOS AGREEMENT # 07-012A

and

MENDOCINO COUNTY CONFIDENTIAL EMPLOYEES ASSOCIATION

Tentative Agreement

ITEM	AGREEMENT	SPECIFICS
#1 TERM		<ul style="list-style-type: none"> ▪ 3 Years: October 1, 2006–September 30, 2009
#2A. WAGES Cost of Living Adjustment (COLA)		<p>2006-07:</p> <ul style="list-style-type: none"> ▪ Add 3% on FFPP after January 1, 2007 <p>2007-08:</p> <ul style="list-style-type: none"> ▪ Add 3% on FFPP after January 1, 2008 <p>2008-09:</p> <ul style="list-style-type: none"> ▪ Add 3.5% on FFPP after January 1, 2009
#2B. WAGES Market Rate/Pay Equity	<ul style="list-style-type: none"> ▪ Parties agree that the following agencies will serve as the survey market during the term of the agreement: <ol style="list-style-type: none"> 1. City of Ukiah 2. City of Santa Rosa 3. El Dorado County 4. Humboldt County 5. Lake County 6. Napa County 7. Nevada County 8. Sonoma County 9. Sutter County 10. Yolo County ▪ The County will survey at <i>market average</i>. ▪ Salary data will be compiled at the top step of the applicable benchmark. ▪ No employee will suffer a wage reduction as a result of the survey. 	<ul style="list-style-type: none"> ▪ The County will continue the review of all classifications utilizing external benchmarks and internal alignment and complete the effort by June 30, 2007, including meet and confer with the Unit on salaries. ▪ Effective FFPP after 7/1/07: <ul style="list-style-type: none"> ▪ Revise salary grade chart ▪ Raise all salary ranges by 5% ▪ Implement new steps on rolling basis Effective FFPP after July 1, 2008, out-of-market adjustments for classifications that are: <ul style="list-style-type: none"> ▪ Between 5-9.99% = 2.5% adjustment ▪ Between 10-14.99 = 3% adjustment ▪ 15% and greater = 3.5% adjustment

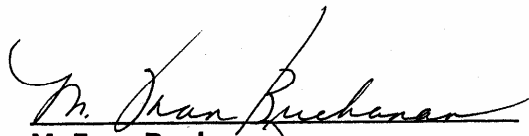
#3 HEALTH INSURANCE	<ul style="list-style-type: none"> ▪ Parties agree to retain 75% Employer:25% Employee cost-sharing formula ▪ No change in MOU regarding 16% limit that County can increase health insurance premiums. Any proposed amount over 16% is subject to meet and confer with the Unit. 	12% health insurance premium rate increase projected for 2007
#4 MOU	Within 60 days of Unit ratification and Board approval, the County will provide a draft MOU for this unit.	
#5 GRIEVANCE PROCEDURE	The County agrees to incorporate a grievance process into the MOU with the final determination at the CEO level.	
#6 EDUCATION & TRAINING	County will agree to increase the wellness allocation to \$400	
#7 RETIREMENT ISSUES	Parties agree that the County will research the establishment of a VEBA or VEBA-like program by July 2007.	
#8 EXTRA HELP	Parties agree to continue monitoring the use of Extra Help	

#9 HEALTH INSURANCE ISSUE	County can agree to implement premium increases County-wide at the same time.	
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DATE December 14, 2006



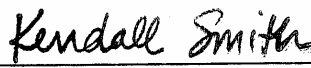
Cyndi Montesonti
Confidential Employees Association



M. Fran Buchanan
County of Mendocino

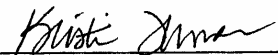


Sue Thornhill
Confidential Employees Association




 KENDALL SMITH, Chair 1-9-07
 Mendocino County Board of Supervisors

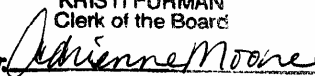
ATTEST: KRISTI FURMAN
 Clerk of the Board



APPROVED AS TO FORM:
 JEANINE B. NADEL, County Counsel



I hereby certify that according to the
 provisions of Government Code
 Sections 25103, delivery of this
 document has been made.

KRISTI FURMAN
 Clerk of the Board
 By: 

 DEPUTY