

Dear Members of the Mendocino County Board of Supervisors:

We, the undersigned County employees, are writing you to express our frustration and aggravation with the long delayed Classification and Compensation Study that the County is conducting.

We watched last December as the Board approved their own 39% wage increase as well as numerous 20% plus increases for County managers, in order to move toward parity with other Counties.

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It is our understanding that about 20-30% of County employees have seen their wages adjusted because they were in classifications that were expedited because of recruitment and retention problems.

Those of us who have been loyal to the County and who have stuck it out through the recession and through lean times feel taken advantage of. Because we have been willing to persevere, we are being sent to the end of the line.

We call on the Board of Supervisors to direct Human Resources to dedicate the time and resources necessary to complete the Classification and Compensation study with all possible haste and to implement the report's findings without delay.

PRINT

CARY Beer

DAVID McAssey

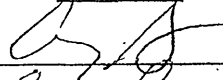
Anthony Silveira

CHUCK Chetnow

Mark Fish

Azalia Garduno

SIGNATURE



David McAssey

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Chuck Chetnow

Mark Fish

Azalia Garduno

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Anna Middling  
Georgina Heath  
Jannette Lozano  
Jannette Lozano

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Elizabeth Harmon

Jonathan Gall

Terril Selzer

Zach Paltan

Scott Spears

CHRIS STANFORD

Leif Farr

Nick Wharff

Bethany Keech

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Jonathan D. Gall

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CATHY HARPE

Dave Wellington

Shelby Lohse

Patrick Sullivan

Kristy Pierce

Connie Duran

CHEYANNE GORDON

SIGNATURE

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Dave Wellington

Shelby Lohse

Patrick Sullivan

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Cheyenne Gordon

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Robert Roth  
Catherine Banks  
Michelle Mayfield  
Sally Palacio  
ROXANE BROWER  
Cynthia Snider

SIGNATURE

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[Signature]  
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NICOLE POGRUNO

FABIOLA RUIZ

Sofia Vargas

Lorena Cruz

Patricia Longstrech

C. Gutierrez

SIGNATURE

Nicole Pogruno

Fabiola Ruiz

Sofia Vargas

Lorena Cruz

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Tammy Oktabetz  
Grethen Anderson  
Noemi Bertolino  
Alexandra Ayon  
Christina Orme  
Olivia Andrade

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Karen Ungewitter  
Diana Charles  
Carla Ula  
Reba Pardini  
Meryl Edgar  
Ina Smith

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GREGORY RESLER

William Mayo

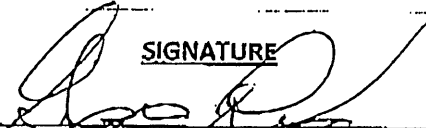
JOEY HARRIS

MIKE BELL

Justin Brandt

TOM MOHA

SIGNATURE



William Mayo



Mike Bell

Justin Brandt

TOM MOHA

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Geoff Brunel

Kerth Johnson

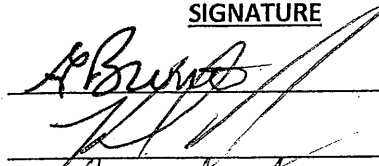
James Linderman

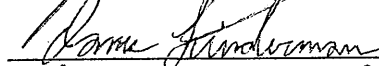
Colleen Nowlin

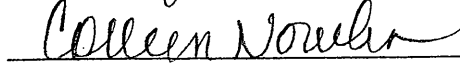
Jason Wise

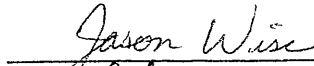
Alicia Meier

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BRIAN L. Stevenson  
Steron B Archuleta  
LARRY W. BRESHEARS  
SCOTT LISTON  
Margot Hoyt  
Charmaine Hui

SIGNATURE

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Steron B Archuleta  
Larry W. Breshears  
Scott Liston  
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Megan Began

CARIS GIALDINI

Charlene Testa

William Wood

LISA Foster

Ramon Plaza

SIGNATURE

M. Began

Caris Gialdini

Charlene Testa

William Wood

Lisa Foster

Ramon Plaza

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Lois Pitman

Dagna Jualkins

Megan DiFranco

John Gylwik

Alex Straessle

Nicole French

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Danna Buchignani  
Kelly CARUSO  
Debbie Ough  
Larissa Unangst  
Karen Nason  
Roxanne Martwee

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Toni Pope  
Nara Mora  
Debbie Pullins  
RANDALL BALLARD  
Katherine Ferrante  
Shenan Harris

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Crystyna Gillespie  
Gabe Colson  
Janine Thompson  
Cynthia Ackerman  
Julianne Darket  
Noris Dolan

SIGNATURE

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[Signature]  
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Cynthia Ackerman  
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Lucy K. French  
Cherri Canale  
Michael L. Miller  
F.R. Reveles  
Lisa Johnson  
Michael Grawe

SIGNATURE

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9/24/18

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Sherry Deanna Norton  
Tracy Toley  
Chevon Holmes  
Tannis Boyd  
DJ Williams  
Ryan Keiffer  
Erica M Cardenas

SIGNATURE

Sherry D Norton  
Tracy Toley  
Ch Chevon  
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PRINT

ANGELA WARTZELL

Matt Holcombe

Andy Walker

Carolyn Gulseith

Aaron Hull

Math Dougherty

SIGNATURE

Angela Wartzell



Andy Walker

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Aaron Hull



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Magnum Forkner  
Tammie McKee  
Steven Campbell  
Jacinda Hazelton  
Stacey Martin  
Ramona DeBoth  
Rachel Ingwell  
Teresa Kiedrowski

SIGNATURE

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Hattie Holaway  
Jessica Fitch  
DENISE DALEY  
MARY DESAUTELS  
Delina Brown

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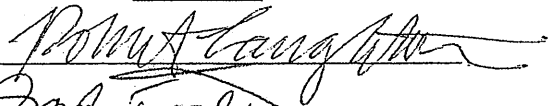
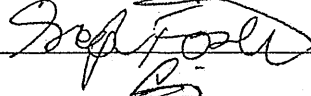

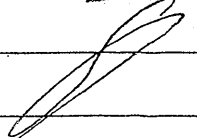
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ROBERT LAUGHTON  
Greg Foster  
Gary Henning  
GREG GURICH

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Gary Pont  
Lisa Westfall  
Bernardo Hurtado  
\_\_\_\_\_  
\_\_\_\_\_

SIGNATURE

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BRIAN KLOUSE

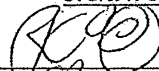
Mary Stuart

MARY ZIGLER

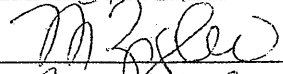
Terry Lee Ramos

Lola Trevithick

SIGNATURE













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PRINT

Laura Godinez  
Kim Taylor  
SCOTT MAYBERRY  
Morgan Shippey  
D'ANN GARCIA

SIGNATURE

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MARGARET YATES

Pam Brown

Cassandra Patereau

Charlene Betts

SIGNATURE

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Sheila Valenti

Nolan Garman

Rae Garman

SIGNATURE

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Rae N. Garman

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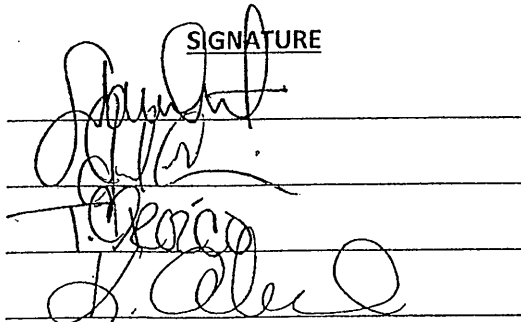
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Julia Garcia  
Tykaila Orozco  
Hersten Alvarado

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Tharl Smith  
Kim & Leese  
BRIAN REBOTARO  
Tom Ballard

SIGNATURE

Paul S. S.

Kim Reese

Brian Aschett

Tom Hall

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Sophie E Vieira

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SIGNATURE

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Caithlin Colby

SIGNATURE

Caithlin Colby



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Debra Gibson

Sheran Purcell

SIGNATURE

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Theresa Boyd  
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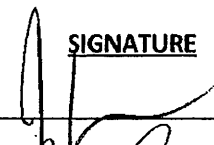
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James Petrella  
Sophia Aragon  
Patti Cloman  
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SIGNATURE

  
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PRINT

Cynthia Humphrey  
Laura Mora Bravo  
Kristina Lynn Watson  
Heather Black  
Marianna Alvarez

SIGNATURE

[Signature]  
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[Signature]  
[Signature]  
Marianna May

09/25/2018

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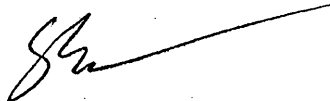
I am writing to express first of all my (and my coworkers') appreciation for the part you have played in the process of raising our wages a little closer to market value. We are some of the minority in this situation. I have seen my coworkers in other positions as they watched us receive our parity increases, and the longer they have to wait, the more it affects them. Hard workers are working two or three jobs just to make ends meet. Surrounding counties pay significantly more for the same job, and one begins to consider that even with travel cost, it could be more beneficial to work out of county than here.

I have seen the Board and County executives approve their own parity raises nearly a year ago. Please do not continue to delay the same for my fellow County employees on the front lines. We all are the ones keeping the County services and offices running smoothly.

I urge you not to delay the review of the remaining positions. I call on you, our Board of Supervisors, to dedicate the time and resources necessary to complete the Class and Compensation study with haste, and implement the report's findings expeditiously.

Please do not ignore the rank-and-file workers on our front lines.

Sincerely,



Shane Reynolds  
Eligibility Specialist III  
Special Investigations Unit, HHSA