



# Mendocino County

## Legislation Details (With Text)

**File #:** 24-0495      **Version:** 1      **Name:**  
**Type:** Approval      **Status:** Agenda Ready  
**File created:** 4/23/2024      **In control:** Human Resources  
**On agenda:** 5/7/2024      **Final action:**  
**Title:** Discussion and Possible Action Including Adoption of a Resolution and Approval of Memorandum of Understanding Between the County of Mendocino and the Department Head Association for the Term of September 1, 2023, through August 31, 2025  
(Sponsors: Human Resources and Executive Office)

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution 24-073, 2. Agreement 24-067, 3. Resolution

Date	Ver.	Action By	Action	Result
5/7/2024	1	Board of Supervisors		

**To: BOARD OF SUPERVISORS**

**From:** Human Resources and Executive Office

**Meeting Date:** May 7, 2024

**Department Contact:** Cherie Johnson

**Phone:** 707-463-4441

**Department Contact:** Kao Saeturn

**Phone:** 707-234-6600

**Item Type:** Regular Agenda

**Time Allocated for Item:** 15 Minutes

**Agenda Title:**

Discussion and Possible Action Including Adoption of a Resolution and Approval of Memorandum of Understanding Between the County of Mendocino and the Department Head Association for the Term of September 1, 2023, through August 31, 2025  
(Sponsors: Human Resources and Executive Office)

**Recommended Action/Motion:**

Adopt resolution and approve Memorandum of Understanding between the County of Mendocino and Department Head Association for the term of September 1, 2023, through August 31, 2025; and authorize Chair to sign the same.

**Previous Board/Board Committee Actions:**

On January 23, 2023, the Board adopted Resolution No. 23-024 approving the Memorandum of Understanding between the County of Mendocino and Department Head Association.

**Summary of Request:**

The Board of Supervisor's negotiating team has met with representative(s) from the County of Mendocino and Department Head Association and have reached an agreement regarding the appropriate terms and

conditions of employment for the term of September 1, 2023 through August 31, 2025. Attached is a Resolution approving the Memorandum of Understanding (MOU). The proposed changes to the MOU include an increase in wages effective first full pay period in July of 2024, which would bring the unit to 100% of market (total compensation, which includes benefits) using three comparator counties - Humboldt, Lake and Sonoma and an increase longevity.

**Alternative Action/Motion:**

If not approved, return to staff with further direction.

**Strategic Plan Priority Designation:** An Effective County Government

**Supervisorial District:** All

**Vote Requirement:** Majority

**Supplemental Information Available Online At:** N/A

**Fiscal Details:**

**source of funding:** Various budget units

**current f/y cost:** approximate \$2,152,364

**budget clarification:** Costs are split amongst various budget units and have been budgeted into 24/25 FY budgets

**annual recurring cost:** approximate increase FY 24/25 \$41,196

**budgeted in current f/y (if no, please describe):** Yes

**revenue agreement:** No

**AGREEMENT/RESOLUTION/ORDINANCE APPROVED BY COUNTY COUNSEL:** Yes

**CEO Liaison:** Executive Office

**CEO Review:** Yes

**CEO Comments:**

**FOR COB USE ONLY**

Executed By: Atlas Pearson, Senior Deputy Clerk

Date: May 7, 2024

Final Status: **Adopted**

Executed Item Type: Resolution

Number: 24-073

Executed Item Type: Agreement

Number: 24-067

