

**Sideletter of Agreement
between
Mendocino County
and
SEIU Local 1021
September 28, 2018**

The parties resolve the meet and confer obligations related to the Health and Human Services contract regarding Medi-Cal case proceedings with Solutions West beginning October 2018 and ending June 2019 as follows:

1. The parties agree that this contract pertains to the unique and temporary challenges created by staff shortages in combination with a high volume of backlogged cases to address.
2. The parties agree that it is a mutual goal to be able to terminate this contract as soon as possible by increasing staff and training existing and new staff to be able to handle the Medi-Cal workload. To that end the Director shall meet with the Union monthly to report on the progress of reducing the backlog.
3. The parties agree that during the term of this contract bargaining current Eligibility Workers shall be permitted to work up to 30 hours of overtime in a pay period (15 hours per week) to assist with backlog reduction.
4. Out-of-class pay shall be offered to Employment Training Specialists to permit them to work out of class as Eligibility Workers to assist with reducing the backlog.
5. Performance Improvement Plans and evaluations rating probationary Eligibility Workers below standards shall be reviewed by a manager at the Assistant Director level or higher during the term of this Sideletter.
6. The Director shall review caseload/workload standards of supervisors to improve consistency in caseload expectations throughout the classification of Eligibility Worker.
7. The Director shall review the new employee training and testing program for the eligibility specialist series and make any necessary adjustments to ensure consistency and employee preparedness.
8. The County acknowledges that the work covered by this contract is bargaining unit work and that the Union does not waive its right to this bargaining unit work by permitting this temporary one-time contract to proceed.
9. The parties agree this sideletter does not establish a precedent, past-practice or waiver of any Union rights related to bargaining unit work.

County of Mendocino

Date: 10-16-18

SEIU

Date: 10/18/2018