SIDELETTER OF AGREEMENT BETWEEN SEIU LOCAL 1021 AND THE COUNTY OF MENDOCINO
August 28, 2017

The parties agree to adjust the salary increase calculations effective July 2, 2017, to accurately reflect the exact percentage increase for all bargaining unit members and to change the language of the collective bargaining agreement as specified in this Sideletter.
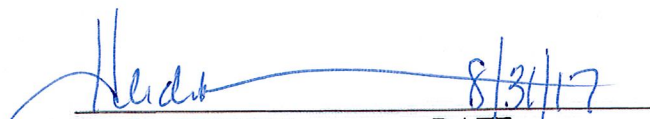
- Modify Article 2. Definitions as follows:
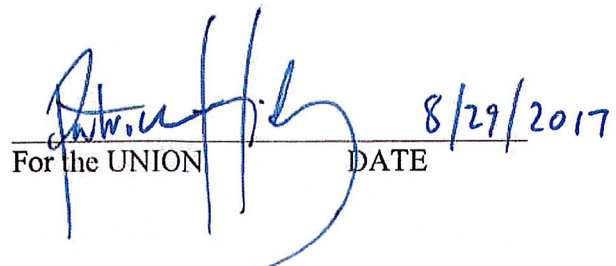
Salary Range
The salary level for any given classification. The salary range shall consist of salary steps, each approximately five percent (5%) apart.

- Modify Article 7. Salary and Salary upon status change, 4 Merit Increase as follows:

Upon progress and productivity, employees may be considered for increase from one step in the salary range to the next step in the salary range according to the following plan:

- The numbers 1,2,3,4, and 5, respectively, denote the various steps in the pay range. Each step represents approximately a five percent (5%) increase in salary above the previous step.
- Step 1 shall be paid upon initial employment except when a higher step in a salary range is authorized under Article 7.6 of this Memorandum.
- Step 2 shall be authorized upon receiving an overall rating equivalent to satisfactory, or above, after completion of twenty-six (26) pay periods of employment at Step 1.
- Step 3 shall be authorized upon receiving an overall rating equivalent to satisfactory, or above, after completion of twenty six (26) pay periods of employment at Step 2.
- Step 4 shall be authorized upon receiving an overall rating equivalent to satisfactory, or above, after completion of twenty six (26) pay periods of employment at Step 3.
- Step 5 shall be authorized upon receiving an overall rating equivalent to satisfactory, or above, after completion of twenty six (26) pay periods of employment at Step 4.
- Nothing in this section should be construed to prevent any pay for performance strategies.

Salary tables shall be adjusted accordingly.

_____   8/31/17
For the COUNTY   DATE

_____   8/29/2017
For the UNION   DATE