

Sideletter of Agreement between County of Mendocino and Mendocino County Department Head Association

February 27, 2024

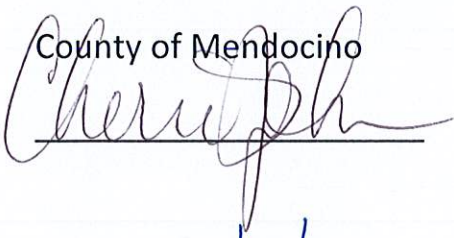
The intent of this letter is to establish a one-time hiring bonus for the Agricultural Commissioner/Sealer of Weights and Measures. The County is in critical need to hire for this position. If the position is not filled the County will begin losing access to critical state funding for the Department's programs. This position is very specialized and requires licenses and certifications that are issued by the State to the individual to be qualified for this classification. In addition to the critical need there are a very limited number of qualified applicants, and with this hiring bonus it would allow the County to be competitive and attract qualified applicants.

The parties agree that effective upon Board ratification, the County will establish a one-time, hiring bonus for the Agricultural Commissioner/Sealer of Weights and Measures classification. The amount of the hiring bonus shall be as follows:

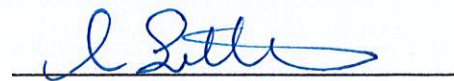
1. First payment of \$20,000 at the time of hire in the classification of Agricultural Commissioner/Sealer of Weights and Measures
2. Second payment of \$10,000 after completing year one of service in the classification of Agricultural Commissioner/Sealer of Weights and Measures
3. Third payment of \$10,000 after completing year two of service in the classification of Agricultural Commissioner/Sealer of Weights and Measures

The hiring bonus will be paid in an off cycle check separate from the regular paycheck and taxed at the fixed "Bonus Pay" rate for the relevant year.

County of Mendocino



Department Head Association



Dated: 2/13/24