

In the Rooms of the Board of Supervisors

County of Inyo, State of California

I, HEREBY CERTIFY, that at a meeting of the Board of Supervisors of the County of Inyo, State of California, held in their rooms at the County Administrative Center in Independence on the 12th day of December 2023 an order was duly made and entered as follows:

*CAO-Personnel –
LEAA MOU*

Moved by Supervisor Orrill and seconded by Supervisor Griffiths to ratify and approve the July 1, 2022 - June 30, 2025, Memorandum of Understanding (MOU) between the County of Inyo and the Law Enforcement Administrators Association (LEAA). Motion carried unanimously.

Routing
CC Purchasing Personnel Auditor CAO Other: Personnel DATE: December 15, 2023

WITNESS my hand and the seal of said Board this 12th
Day of December, 2023



NATHAN GREENBERG
Clerk of the Board of Supervisors

A handwritten signature in blue ink, appearing to read "Nate Greenberg".

By: _____



INYO COUNTY BOARD OF SUPERVISORS

TRINA ORRILL • JEFF GRIFFITHS • SCOTT MARCELLIN • JENNIFER ROESER • MATT KINGSLEY

NATE GREENBERG
COUNTY ADMINISTRATIVE OFFICER

DARCY ELLIS
ASST. CLERK OF THE BOARD



AGENDA ITEM REQUEST FORM

December 12, 2023

Reference ID:
2023-4342

Memorandum of Understanding between the County of Inyo and Law Enforcement Administrators Association (LEAA)

County Administrator - Personnel

ACTION REQUIRED

ITEM SUBMITTED BY

Sue Dishion, Assistant County Administrator

ITEM PRESENTED BY

Sue Dishion, Assistant County Administrator

RECOMMENDED ACTION:

Ratify and approve the July 1, 2022 - June 30, 2025 Memorandum of Understanding (MOU) between the County of Inyo and the Law Enforcement Administrators Association (LEAA).

BACKGROUND / SUMMARY / JUSTIFICATION:

Your Board has given direction regarding negotiations on the current Memorandum of Understanding (MOU) with the Law Enforcement Administrators Association (LEAA). At this time, negotiations concluded successfully with all parties agreeing on the terms of the MOU.

FISCAL IMPACT:

Funding Source	General Fund	Budget Unit	Various Sheriff Budgets
Budgeted?	Yes, partially	Object Code	Salaries and Benefits
Recurrence	Ongoing Expenditure		
Current Fiscal Year Impact			
Funding for these increases was partially included in the current fiscal year budget. The departments will review the expenses during the Mid-Year and Third Quarter processes to ensure there is sufficient funding to get through the end of the year. If funding is not sufficient, the Budget Team will work with the Department to fund the increases.			
Future Fiscal Year Impacts			
All future impacts will be budgeted.			
Additional Information			

ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Your Board could choose not to approve the MOU and direct staff to re-negotiate the terms with LEAA.

OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

None.

ATTACHMENTS:

1. LEAA MEMORANDUM OF UNDERSTANDING 2022-2025

APPROVALS:

Denelle Carrington

Created/Initiated - 12/5/2023

Darcy Ellis

Approved - 12/5/2023

Sue Dishion

Approved - 12/6/2023

John Vallejo

New -

Amy Shepherd

Nate Greenberg

MEMORANDUM OF UNDERSTANDING

between

**INYO COUNTY LAW ENFORCEMENT
ADMINISTRATORS ASSOCIATION**

and

COUNTY OF INYO

July 1, 2022 – June 30, 2025

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**COMPREHENSIVE
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE COUNTY OF INYO
AND
THE INYO COUNTY LAW ENFORCEMENT ADMINISTRATORS ASSOCIATION

2022-2025**

Section 1 – Introduction

Article 1 – Recognition

The County of Inyo (hereinafter called the “County”) has recognized the Inyo County Law Enforcement Administrators Association (hereinafter called the “Association”) as the formally recognized employee organization of bargaining unit employees for the purpose of meeting its obligations under the Meyers-Milias-Brown Act, Government Code Section 3500 *et seq.*, when rules, regulations, or laws affecting wages, hours and other terms and conditions of employment are amended or changed.

Article 2 – Not Applicable

Article 3 – Non-Discrimination

- Section 1: The parties mutually recognize and agree to protect the rights of all employees hereby to join and/or participate in protected Association activities, or to refrain from joining or participating in protected activities, in accordance with Government Code Sections 3500 to 3511.
- Section 2: The County and Association agree that they shall not discriminate against any employee because of race, color, sex, age, national origin, ancestry, political or religion or religious creed, medical condition or sexual orientation. The County and Association shall reopen any provision of this Agreement for the purpose of complying with any final order of a federal or state agency or court of competent jurisdiction requiring a modification or change in any provision or provisions of this Agreement in compliance with state or federal anti-discrimination laws.
- Section 3: Whenever the masculine gender is used in this Agreement, it shall be understood to include the feminine gender.

Article 4 – Personnel Rules and Regulations

The County of Inyo Personnel Rules and Regulations are hereby incorporated by reference and, except as provided in this Memorandum of Understanding, govern the terms and conditions of employment.

Article 5 – Membership

The Association represents the following management positions:

Assistant Sheriff:	Sheriff’s Department
Lieutenants:	Sheriff’s Department
Chief Investigator:	District Attorney Department

Article 6 – Merit System Membership

Those positions represented by the Association shall be part of the County Merit System, with the terms and conditions of their employment governed by the County Merit System rules, the County of Inyo Personnel Rules and Regulations and this Memorandum of Understanding. The County shall amend the current Merit System rules as necessary to comply with this section.

Section 2 – Salaries / Additional Compensation

Article 1 – Salaries

Section 1: The positions represented by the Association are flat salaried positions subject only to benefits as addressed by this MOU.

Assistant Sheriff:	SC83, SD83, SE83
Lieutenants:	SC81, SD81, SE81
Chief Investigator:	SC81, SD81, SE81

Section 2: **COLA:** All salaries shall be adjusted annually on the first pay period in July by the Cost of Living. Cost of Living shall be determined by the March-to-March change of the BLS (Bureau of Labor Statistics) Riverside-San Bernardino-Ontario Consumer Price Index. The CAP on the COLA will be no less than 0% and no more than 4% of the Urban Wage Earners and Clerical Workers.

EQUITY:

Retroactive to the first full pay period in July 2022 – 4%

The first full pay period of July 2023 – 1%

The first full pay period of July 2024 – 1%

The salaries of the Association members (with said known increases included) shall be as set forth in Appendix A.

Article 2 – Longevity Pay

At year 6 on the anniversary date the employee will receive a 1 percent increase to the base salary and will receive a ½ percent increase every year after until employee reaches a total of 8 percent and 20 years of service.

Article 3 – Bilingual Pay

The County agrees to compensate members who successfully demonstrate the ability to provide bilingual services to the public in the languages designated below shall be compensated as follows:

Spanish I – Those who can communicate with the public will receive an additional two percent (2%) of base pay.

Spanish II – Those who interview and interrogate will receive an additional three percent (3%) of base pay.

Spanish III – Those who speak, read and write will receive an additional five percent (5%) of base pay.

Retroactive to the first full pay period in July 2022. Testing must be completed by March 31, 2024 in order to be retroactive back to July 2022. If testing occurs after March 31, 2024 it will be paid on the next full pay period that the test was passed. There is no retroactivity for moving from one level to another.

Testing will be administered by personnel assigned at the Department Head's discretion.

Article 4 – Uniforms

1. County agrees to pay a uniform allowance of \$2,000 per year for the cleaning, replacement and maintenance of member's clothing.
2. Uniform allowance to be paid in the amount of \$76.92 per pay period.
3. All clothing damaged within the course and scope of employment shall be replaced or repaired at no cost to the Member. The determination as to replacement or repair shall be made by the Department. Normal wear and tear are not included.

Article 5 – Out of Classification Pay

In the event a represented employee is temporarily assigned for a period of more than 5 working days to a position with a higher salary range that member shall have his or her salary increased to the amount of the higher range for the duration of the assignment. The increase is retroactive to the first day of the assignment.

Article 6 – Other Safety Compensation

A. Education Incentive:

1. County agrees to compensate Members holding Associate College degrees and/or an Intermediate Certificate issued by Peace Officers Standards and Training an additional five percent (5%) of the Members base pay.
2. County agrees to compensate Members holding Bachelor College degrees and/or an Advanced Certificate issued by Peace Officers Standards and Training an additional five percent (5%) of the Members base pay.

3. County agrees to compensate Members holding a Supervisory Certificate issued by Peace Officers Standards and Training an additional five percent (5%) of the Members base pay.
4. County agrees to compensate Members possessing a Masters Degree in a field applicable to Law Enforcement Management and/or a Management Certificate from Peace Officers Standards and Training an additional six percent (6%) of the Members base pay.

Stand by Pay: Employees requested by the Department Head to serve in an after-hours response capacity will receive \$75.00 for performing standby duties on each regularly scheduled day and \$120.00 for performing stand-by duties on regularly scheduled days off or holidays.

- B. Safety Equipment: The County agrees to supply the following safety equipment to Members. If Members wish to purchase equipment that is not standard issue, they may do so at their own expense. All equipment shall meet Departmental approval prior to use.

Gun
Holster
Sam Browne belt and accessories
Baton and holder
Handcuff case and handcuffs
Flashlight including batteries
Ammunition and holder
Safety helmet
Body armor
Parka Rain gear (pants and jacket)

Association agrees to waive all claims for sums expended by its Members to purchase equipment.

- C. Expert Pay: All members who qualify as "Expert" or higher at a quarterly qualification shoot will receive a one-time payment of \$50. A qualifying shoot shall be scheduled by the Departments once each quarter with a Department appointed firearms instructor. For those members unable to participate in the designated shoot due to vacation, illness, or other reasons acceptable to the Department, the Department may schedule a make-up qualifying shoot. A member may only have one attempt to qualify as Expert or higher for this additional compensation each quarter. The Firearms Instructor will designate, in accordance with the Department policy, which attempt at the qualifying shoot will be the "designated qualifying shoot".
- D. Additional Compensation in "Times of Emergency" – in times of declared disaster/emergency, State or Federal, those members assigned to that disaster/emergency shall be compensated for overtime at the rate of time and one-half upon the receipt

of reimbursement funds by the County from the State or Federal government for the members work that meets the requirements for the reimbursement rate of time and one-half. This additional compensation shall be provided per the requirements of Resolution No. 94-15.

Article 7 – Wellness Bonus

It is the purpose of the Gym Membership/Equipment Reimbursement Program to improve the level of physical fitness and health among the Association members so that their field performance will be enhanced and also to improve their overall degree of wellness as an enrichment to their personal lives as well as a productivity benefit to the County.

Gym Membership/Gym Equipment Reimbursement:

The County will reimburse employees up to a maximum of \$500 per calendar year for gym equipment or gym/fitness memberships (i.e., Ju Jitsu, yoga, iFit, etc.) as approved by the Sheriff in advance. Members seeking reimbursement shall first pay the cost up-front and obtain proof of payment in order to submit a request for reimbursement to the County. This program is voluntary, and employees will participate on their own time without compensation from the County.

Section 3 – Leave

Article 1 – Vacation

Vacation accrual rates and use of vacation are defined in the County Personnel Rules and Regulations Manual.

1. The maximum number of vacation days, which may be accrued, shall be 280 hours (35 days).
2. In the event an employee is denied a request for vacation, which denial causes the employee to cease accruing vacation benefits due to the 35-day cap provided herein, the employee may continue to accrue vacation benefits as long as (1) the employee and his/her supervisor agree that the employee will take necessary vacation time at a date in the future to bring the employee below the 35-day cap; (2) the alternate vacation must be scheduled and taken by the employee within six months; and (3) the County Administrator approves the arrangements, which approval will not be unreasonably denied.
3. In the event an employee would cease accruing vacation benefits due to the 35-day cap provided herein, the employee may continue to accrue vacation benefits so long as (1) the employee and his/her supervisor agree that the employee will take necessary vacation time at a date in the future to bring the employee below the 35-day cap; (2) the vacation must be scheduled and taken by the employee within six months; and (3) the County Administrator approves the arrangements, which approval will not be unreasonably denied.

The Association understands that the County is under no obligation to change vacation benefits for DSA employees and that an agreement providing for no changes to vacation benefits for DSA employees would result in no changes to LEAA represented employees.

Article 2 – Holidays

Association Members shall be entitled to the following legal holidays:

January 1 (New Years Day)
Third Monday in January (Martin Luther King Day)
February 12 (Lincoln's Birthday)
Third Monday in February (Presidents Day)
Last Monday in May (Memorial Day)
July 4 (Independence Day)
First Monday in September (Labor Day)
September 9 (California Admissions Day)
Second Monday in October (Columbus Day)
November 11 (Veterans Day)
Thanksgiving Day
Friday immediately following Thanksgiving Day
December 25 (Christmas)
Christmas Eve and New Years Eve (See below)

All regular employees eligible therefore under Rule 818 of the Personnel Rules shall be entitled to a one (1) day holiday with pay on their last working day preceding either December 25 or January 1 of each year. The employees' Department head shall determine upon which of the alternative days the employee may take such leave. Department heads shall schedule such leaves in a manner which ensures continuation of regular County business with a minimum degree of disruption. If an employee cannot be excused on either day, the employee shall be entitled to leave at some other time convenient to the Department.

Every day appointed by the President or Governor for a public fast, thanksgiving or holiday.

If any of the above designated holidays falls on a Saturday, the preceding Friday is a holiday. If any of the above designated holidays falls on a Sunday, the following Monday is a holiday. Employees for whom necessity requires a different holiday schedule than generally applied shall work according to regulations prepared by the Department head.

Article 3 – Sick Leave

There shall be no payoff of accrued unused sick leave upon termination or retirement.

Article 4 – Leave Pool

Association members are all currently involved in the County Leave Pool and as such continue to be involved on an equal basis with DSA members.

Article 5 – Administrative Leave

- Section 1: The County shall grant employees 80 hours of Administrative hours each fiscal year.
- Section 2: Administrative hours will be granted each July 1 and must be exhausted by the following June 30. Administrative hours will not accrue from one fiscal year to the next.
- Section 3: Administrative hours will not be paid should an employee terminate, for any reason, from County services.
- Section 4: An employee requesting administrative hours shall give a minimum of 48 hours' notice to his/her supervisor. A request to take leave may be denied due to the operational needs of the employee's department.
- Section 5: New employees, upon appointment, shall be granted a prorated number of Administrative hours as follows:

July 1 – October 31	80 hours
November 1 – February 28	48 hours
March 1 – June 30	16 hours

Section 4 – Other Benefits

Article 1 – Insurance

A. Medical

- 1. County will pay 80% of the monthly premium, and Member will pay 20% of monthly premium for either PERS Platinum, PERS Gold, Blue Shield EPO, or PORAC medical plans during the term of this MOU.
- 2. County agrees to pay 50% of the annual deductible of all plans. Payment of the deductible amount will be by reimbursement to the employee.
- 3. Employee may opt out of health insurance if they have other medical coverage. If they do so, the County will pay the following amounts to the employee per pay period:
 - i. Employee only coverage - \$92.31
 - ii. Employee plus one - \$184.62
 - iii. Employee plus family - \$276.93

B. Dental

County agrees to pay 100% of the premiums for dental insurance during the term of this MOU. County agrees to additional orthodontia benefit for adults and children, 50% benefit schedule, \$1,200 lifetime maximum.

C. Optical

County agrees to pay 100% of the premiums for optical insurance during the term of this MOU.

D. Life

County agrees to pay 100% of the premium for life insurance during the term of this MOU. County and Association agree to a re-opener once information is received to change the life insurance for the entire county.

E. Short-Term Disability

County will provide all eligible employees with a self-insured income protection plan for up to one (1) year for non-job-related disabilities preventing a person from working. County agrees to pay the premium based on the state disability program. Any employee denied benefits under this provision may file a grievance pursuant to Article XIII of the County Personnel Rules and may have the matter heard only up to the level of County Administrator.

F. Long-Term Disability

County agrees to pay 100% of the insurance premiums for existing Long-Term Disability Program for the term of this MOU.

Article 2 – Retirement

PERS Employee hired prior to January 1, 2013 (Classic)

1. County agrees to provide the 3% at 50 formula PERS retirement for Safety members for current employees.
2. County agrees to pay for half of the member's contribution for retirement at the rate of 4.5% for the 3% at 50 PERS retirement.
3. The member will pay for the other half of the member's contribution for the retirement at the rate of 4.5% for the 3% at 50 PERS retirement.
4. PERS benefits to safety employees shall consist of:
 - a. The "highest year" computation for these employees will be based on highest one year's salary.
 - b. Upon retirement any member may convert up to three hundred (300) days accrued unused sick leave to service credit for retirement purposes.
 - c. County will pay 50% of the member's normal contributions as employer paid member contributions (EPMC) and report the same percentage of compensation earnable as additional compensation pursuant to Government Code Sections 20636(c)(4) and 20691. (4.5% to be reported at EPMC).
 - d. All other provisions as amended in the County PERS contract.

Employees hired after January 2013 (PEPRA)

Employees will receive 2.7% at 57 and employees will be required to pay at least fifty percent (50%) of normal cost toward retirement.

Section 5 – Policy and Procedures

Article 1 – No Smoking Policy

County and Association agree to a non-smoking policy as a condition of employment for new hires.

Article 2 – Drug and Alcohol Policy

- A. Association agrees to the County Alcohol and Drug Abuse Policy as last amended. County agrees that members are excluded from this policy when duties require they maintain possession of alcohol or drugs. County also agrees that members who are required by the Department to undergo an alcohol or drug test as described in the policy will:
1. be entitled to a second sample and independent analysis of the second sample; and
 2. be evaluated under County Personnel Rules and Regulations policies with regard to "probable cause" for drug testing.
- B. The Association also agrees to the County of Inyo Drug and Alcohol Policy pursuant to the Department of Transportation Resolutions as amended.

Article 3 – Employee Assistance Program

The County will provide represented employees with the same employee assistance program as provided to its other merit system employees.

Article 4 – Travel Pay

County will use the Internal Revenue Service (IRS) policy regarding reimbursement of travel pay. If the IRS rates increase, the County reimbursement rates will increase in the same amount as the IRS rates. Should the IRS rates decrease or undergo fundamental changes, renegotiations between the County and the Association on travel pay will occur.

Article 5 – Tuition Reimbursement

The County agrees to reimburse educational expenses in accordance with the County of Inyo Employee Training, Continuing Education and Tuition Assistance Policy.

Article 6 – Mistaken Overpayments

Should any covered employee be overpaid due to any mistake or inadvertence, the County may recover the amount of overpayment by subsequent unilateral deduction from the pay of the employee in question up to not more than the amount of overpayment. However, not more than twenty-five percent (25%) of any such employee's net pay shall be deducted from any one paycheck for this purpose.

Article 7 – Elevation to Elected Office

In the event an Association member is elected to any County Office, the Member may carry over to the new position 120 days of sick leave for the sole purpose of converting such sick leave to service credit as the time of retirement.

In the event an elected office is vacated by an elected official, a represented employee temporarily assigned the duties of that elected official shall have his salary increased to the amount the elected official received when the office was vacated. Such increase shall be paid beginning the date the office was vacated until the vacancy is filled by either the Board of Supervisors or an election, whichever is earlier.

Article 8 – Discipline & Grievance Procedure

Employee grievances and discipline shall be handled in accordance with the County Personnel Rules and Regulations. Selection of Hearing Officer shall be mutually agreed upon by both parties and to be selected from a list provided by State Mediation and Conciliation Service.

This Memorandum of Understanding hereby incorporates by reference the provisions of sections 3300 through 3311 of the Government Code of the State of California, which sections are collectively known as the Public Safety Officers' Procedural Bill of Rights Act.

Article 9 – Personnel Complaints per Section 832.5 of the California Penal Code

Personnel Complaints will be taken as required by law.

In those cases where a personnel complaint is of a nature that may result in disciplinary action as referenced in Sections 3300 through 3311 of the California Government Code, the Department will request such complaint be made in writing. If the complaining party refuses to write or sign such complaint, such refusal will be noted in the investigator's report along with the reason, if known.

Article 10 – Administrative Reorganization

If Department layoffs are required, those having a below standard evaluation at last annual evaluation will be laid off first, and thereafter, layoffs will be made by seniority. Seniority shall be determined first by rank, then by length of service within a rank and finally by length of service with the Department.

When the Department rehires after layoffs have occurred, the last employee laid off will be the first employee rehired.

Section 6 – Other Terms

Article 1 – Authorized Agents

Authorized agents, for the purpose of administering the terms and provisions of this Memorandum of Understanding shall be:

County:
County Administrator Officer
PO Drawer N
Independence, CA 93526

Association:
Inyo County Sheriff's Department
Attn: LEAA President
PO Drawer S
Independence, CA 93526

Article 2 – No Strike – No Lockout

- Section 1: The Association, its officers, agents, representatives and or members agree that during the term of this MOU they will not cause or condone any strike, walkout, slowdown, sick-out, or any other job action by withholding or refusing to perform services.
- Section 2: The County agrees that it shall not lockout the represented employees during the term of this MOU. The term "lockout" is hereby defined so as to include the discharge, suspension, termination, layoff, failure to recall or failure to return to work employees of the County in the exercise of its rights as set forth in any of the provisions of this MOU or applicable ordinance or law.
- Section 3: Any employee of the County who participates in any conduct prohibited in Section 1 above may be subject to disciplinary action up to and including termination.
- Section 4: In the event that any one or more officers, agents, representatives, or members of the Association engage in any of the conduct prohibited in Section 1 above, the Association shall immediately instruct any persons engaging in such conduct that their conduct is in violation of this MOU and is unlawful and they must immediately cease engaging in conduct prohibited in Section 1 above, and return to work.

Article 3 – Emergency Waiver

In the event of circumstances beyond the control of the County, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, if the County Administrative Officer or his designee so declares, any provisions of this MOU or the Personnel Rules of the County, which restricts the County's ability to respond in these emergencies, shall be suspended for the duration of such emergency. After the emergency is declared over, the

Association shall have the right to meet and confer with the County regarding the impact on employees of the suspension of these provisions in the MOU and any personnel rules and policies.

Article 4 – Re-opener

At any time during this MOU, the Association or the County may reopen this MOU to negotiate any term(s) and condition(s) expressly addressed or absent from this MOU upon 30 days written notice to the other side. Both parties agree to negotiate regarding any issues subject to the request to reopen the MOU. Changes will only be made by mutual agreement of both sides.

Article 5 – Employee Organizational Rights and Responsibilities

Article 6 – Separability

Should any provision of this MOU be found inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this MOU shall remain in full force and effect.

Article 7 – Sole and Entire MOU

Section 1: It is the intent of the parties hereto that the provisions of this Memorandum of Understanding shall supersede all prior agreements and memoranda of agreement or memoranda of understanding, or contrary salary and/or personnel resolutions, or written, expressed or implied, between the parties, and shall govern the entire relationship and shall be the sole source of any and all rights which may be asserted hereunder. This Memorandum of Understanding is not intended to conflict with Federal or State Law.

Section 2: The parties acknowledge that the Board of Supervisors will adopt this agreement by resolution and that said resolution shall remain in full force and effect during the life of this Memorandum of Understanding.

Article 8 – Term of Memorandum Of Understanding

The term of this Memorandum of Understanding shall continue in full force and effect until June 30, 2025. The County will provide each employee represented by the Association with a copy of this and all subsequent MOU's.

Article 9 – Ratification and Execution

The County and Association acknowledge that this Memorandum of Understanding shall not be in full force and effect until ratification by the Association and adopted by the Board of Supervisors of the County of Inyo. Subject to the foregoing, this MOU is hereby executed by the authorized representatives of the County and Association and entered into as of this 12th day of December 2023.

DATED: 12/07/2023

SIGNED: 
LEAA President

DATED: 

SIGNED: 12/12/2023
Chairperson, Board of Supervisors

OLD PLAN BEFORE EQUITY ACCESS						
Range	Step A	Step B	Step C	Step D	Step E	Step F
0750C	7,376	7,746	8,119	8,493	8,872	9,251
0750D	7,744	8,102	8,452	8,814	9,181	9,544
0750E	8,209	8,422	8,641	8,814	8,955	10,456
0810C	8,824	9,017	9,426	9,745	9,955	9,750
0810D	8,014	8,418	8,828	9,290	9,761	10,240
0810E	8,490	8,824	9,186	9,545	10,337	10,651
0830C	9,902	9,298	9,701	9,759	9,612	10,091
0830D	8,287	8,712	9,134	9,614	10,091	10,597
0830E	8,794	9,254	9,683	10,190	10,697	11,213
0850C	9,779	9,890	9,955	9,476	9,545	10,446
0850D	8,881	9,016	9,482	9,851	10,448	10,865
0850E	9,103	9,463	10,024	10,847	11,071	11,624
EFFECTIVE JANUARY 1, 2002 - 2002 PAYROLL						
Range	Step A	Step B	Step C	Step D	Step E	Step F
0750C	7,871	8,256	8,444	8,591	8,332	8,735
0750D	8,054	8,458	8,569	8,324	8,795	10,290
0750E	8,837	8,867	8,452	8,685	10,388	10,805
0810C	7,819	8,318	8,742	9,189	9,660	10,141
0810D	8,337	8,788	9,179	9,662	10,141	10,660
0810E	8,818	9,281	9,730	10,240	10,750	11,287
0830C	8,210	8,470	8,549	8,815	8,999	10,495
0830D	8,629	8,660	8,499	8,999	10,495	11,021
0830E	9,148	9,603	10,070	10,693	11,126	11,681
0850C	8,804	8,924	9,389	9,859	10,346	10,863
0850D	8,022	8,300	8,836	10,340	10,883	11,407
0850E	9,487	9,944	10,435	10,969	11,514	12,059
EFFECTIVE JANUARY 1, 2003 - 2003 PAYROLL						
Range	Step A	Step B	Step C	Step D	Step E	Step F
0750C	8,058	8,419	8,665	8,335	8,799	10,238
0750D	8,487	8,801	9,312	9,801	10,288	10,809
0750E	8,664	9,415	9,873	10,320	10,807	11,480
0810C	8,128	8,788	9,179	9,859	10,141	10,849
0810D	8,784	9,193	9,838	10,145	10,841	11,193
0810E	9,280	9,748	10,217	10,792	11,235	11,681
0830C	8,629	8,660	8,501	10,001	10,495	11,020
0830D	9,060	8,513	9,974	10,499	11,020	11,572
0830E	9,605	10,083	10,874	11,123	11,651	12,266
0850C	8,851	9,381	9,833	10,345	10,863	11,406
0850D	9,379	9,849	10,321	10,866	11,406	11,977
0850E	9,945	10,441	10,948	11,517	12,090	12,693

LEAA - LAW ENFORCEMENT ADMINISTRATIVE ASSISTANTS
EFFECTIVE JULY 7, 2022
4% COLA + 4% EQUITY

Range	Step A	Step B	Step C	Step D	Step E	Step F
079SC	7,671	8,056	8,444	8,891	9,332	9,798
079SD	8,054	8,458	8,869	9,334	9,798	10,290
079SE	8,537	8,967	9,403	9,895	10,388	10,905
081SC	7,939	8,338	8,742	9,199	9,660	10,142
081SD	8,337	8,755	9,179	9,662	10,141	10,650
081SE	8,838	9,281	9,730	10,240	10,750	11,287
083SC	8,218	8,630	9,049	9,525	9,996	10,495
083SD	8,629	9,060	9,499	9,999	10,495	11,021
083SE	9,148	9,603	10,070	10,598	11,125	11,681
085SC	8,506	8,934	9,365	9,855	10,346	10,863
085SD	8,932	9,380	9,836	10,349	10,863	11,407
085SE	9,467	9,944	10,425	10,969	11,514	12,089

LEAA - LAW ENFORCEMENT ADMINISTRATIVE ASSISTANTS
EFFECTIVE DECEMBER 7, 2023 (RETROACTIVE TO JULY 6, 2023)
4% COLA + 1% EQUITY

Range	Step A	Step B	Step C	Step D	Step E	Step F
079SC	8,055	8,459	8,866	9,336	9,799	10,288
079SD	8,457	8,881	9,312	9,801	10,288	10,805
079SE	8,964	9,415	9,873	10,390	10,907	11,450
081SC	8,336	8,755	9,179	9,659	10,143	10,649
081SD	8,754	9,193	9,638	10,145	10,648	11,183
081SE	9,280	9,745	10,217	10,752	11,288	11,851
083SC	8,629	9,062	9,501	10,001	10,496	11,020
083SD	9,060	9,513	9,974	10,499	11,020	11,572
083SE	9,605	10,083	10,574	11,128	11,681	12,265
085SC	8,931	9,381	9,833	10,348	10,863	11,406
085SD	9,379	9,849	10,328	10,866	11,406	11,977
085SE	9,940	10,441	10,946	11,517	12,090	12,693