



# 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



## AMENDED AGENDA

**Board of Supervisors Room - County Administrative Center**

224 North Edwards, Independence, California

**Alternate Meeting Location:**

**5385 Road 110, Hopland, California 95449**

**NOTICES TO THE PUBLIC:** (1) This meeting is accessible to the public both in person and, for convenience, via Zoom webinar. The Zoom webinar is accessible to the public at <https://zoom.us/j/868254781>. The meeting may also be accessed by telephone at the following numbers: (669) 900-6833; (346) 248-7799; (253) 215-8782; (929) 205-6099; (301) 715-8592; (312) 626-6799. Webinar ID: 868 254 781. Anyone unable to attend the Board meeting in person who wishes to make either a general public comment or a comment on a specific agenda item may do so by utilizing the Zoom "hand-raising" feature when appropriate during the meeting (the Chair will call on those who wish to speak). Generally, speakers are limited to three minutes. Remote participation for members of the public is provided for convenience only. In the event that the remote participation connection malfunctions for any reason, the Board of Supervisors reserves the right to conduct the meeting without remote access. Regardless of remote access, written public comments, limited to 250 words or fewer, may be emailed to the Assistant Clerk of the Board at [boardclerk@inyocounty.us](mailto:boardclerk@inyocounty.us). (2) In Compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting please contact the Clerk of the Board at (760) 878-0373 (28 CFR 35.102-35.104 ADA Title II). Notification 48 hours prior to the meeting will enable the County to make reasonable arrangements to ensure accessibility to this meeting. Should you because of a disability require appropriate alternative formatting of this agenda, please notify the Clerk of the Board 72 hours prior to the meeting to enable the County to make the agenda available in a reasonable alternative format. (Government Code Section 54954.2). (3) If a writing, that is a public record relating to an agenda item for an open session of a regular meeting of the Board of Supervisors, is distributed less than 72 hours prior to the meeting, the writing shall be available for public inspection at the Office of the Clerk of the Board of Supervisors, 224 N. Edwards, Independence, California and is available per Government Code § 54957.5(b)(1).

## **REGULAR MEETING**

**December 3, 2024**

**8:30 AM**

- 1) **Public Comment on Closed Session Item(s)**  
Comments may be time-limited

### **CLOSED SESSION**

- 2) **Conference with County's Labor Negotiators – Pursuant to Government Code §54957.6** – Regarding employee organizations: Deputy Sheriff's Association (DSA); Inyo County Correctional Officers Association (ICCOA); Inyo County Employees Association (ICEA); Inyo County Probation Peace Officers Association (ICPPOA); IHSS Workers; Law Enforcement Administrators' Association (LEAA). Unrepresented employees: all. County designated representatives – Administrative Officer Nate Greenberg, Deputy Personnel Director Keri Oney, County Counsel John-Carl Vallejo, Assistant County Counsel Christy Milovich, Assistant County Counsel Grace Weitz, Auditor-Controller Amy Shepherd, and Assistant CAO Denelle Carrington.
- 3) **Public Employee Performance Evaluation – Pursuant to Government Code §54957** – Title: Planning Director.

- 4) **Public Employee Performance Evaluation – Pursuant to Government Code §54957** – Title: Public Works Director.
- 5) **Conference with Real Property Negotiators – Pursuant to paragraph (1) of subsection (b) of Government Code §54956.8** – Property Description: County lands and rights-of-way containing Digital 395 node sites, community service cabinet sites, anchor sites, and underground fiber optic transmission lines as shown on the maps attached to this agenda item. Agency Negotiators: Scott Armstrong, Nate Greenberg, John-Carl Vallejo. Negotiating parties: Inyo County and California Broadband Cooperative, Inc. Under negotiation: Price and terms of payment.

### **OPEN SESSION**

(With the exception of timed items, which cannot be heard prior to their scheduled time, all open-session items may be considered at any time and in any order during the meeting in the Board's discretion.)

#### **10 A.M. 6) Pledge of Allegiance**

#### **7) Report on Closed Session as Required by Law**

#### **8) Public Comment** Comments may be time-limited

#### **9) County Department Reports**

#### **10) Introductions** -The following new employees will be introduced to the Board:

- **Public Works:** Salvador Duran, Building & Maintenance Worker; and KC Eugene Ray, Building & Maintenance Worker.

#### **11) Recognition** - Treasurer-Tax Collector Alisha McMurtrie

#### **12) Presentation** - Risk Management's Annual Most Improved in Safety Award

### **CONSENT AGENDA**

(Items that are considered routine and are approved in a single motion; approval recommended by the County Administrator)

#### **13) Approval of Minutes of November 12 Board of Supervisors Meeting** Clerk of the Board | Assistant Clerk of the Board

##### **Recommended Action:**

Approve the minutes from the regular Board of Supervisors meetings of November 12, 2024.

**14) Second Reading of Ordinance Amending Inyo County Code Sections 2.04.010 and 2.04.020 Pertaining to the Regular Board of Supervisors Meeting Schedule**

County Administrator | Nate Greenberg

**Recommended Action:**

- A) Approve proposed Ordinance 1312, titled, "An Ordinance of the Board of Supervisors, County of Inyo, State of California, Amending Sections 2.04.010 and 2.04.020 of the Inyo County Code;"
- B) Approve Resolution No. 2024-38, titled, "A Resolution of the Board of Supervisors, County of Inyo, State of California, Establishing the Board of Supervisors Meeting Schedule for the 2025 Calendar Year," and authorize the Chairperson to sign; and
- C) Approve amendment to the Board Governance and Rules of Procedure Section III Rule 3 to conform with Ordinance 1312.

**15) License Agreement Between PAWS and the County of Inyo for the Nonexclusive Use of a Portion of the Independence Legion Hall**

County Administrator | Meaghan McCamman

**Recommended Action:**

Approve the license agreement between the County of Inyo and PAWS of Independence, CA, for the real property described as Independence Legion Hall, in an amount not to exceed \$25 per year for the period of December 3, 2024 through June 30, 2029, and authorize the Chairperson to sign.

**16) Victim/Witness Assistance Program Grant Acceptance**

District Attorney | Tom Hardy

**Recommended Action:**

- A) Authorize acceptance of the Inyo County Victim/Witness Assistance Program (VW24029001) Grant from the Governor's Office of Emergency Services for Fiscal Year 2024-2025; and
- B) Authorize the District Attorney and the Administrative Assistant to the District Attorney to submit, accept, approve, and sign all grant applications, agreements and/or other documents, as needed, on behalf of the Inyo County District Attorney's Office.

**17) Yucca Mountain Certification of Funds 2023-2024**

Planning Department | Cathreen Richards

**Recommended Action:**

- A) Certify that \$40,136.00 in funds provided to Inyo County as an Affected Unit of Local Government (AULG) under the Nuclear Waste Policy Act, as amended, have been expended in accordance with the provisions of that Act, Public Law 97-425; and the 2010 Energy and Water Development and Related Agencies Appropriations Act (Public Law 111-85);
- B) Authorize the Chairperson to sign the certification; and
- C) Direct Staff to submit the certification to the U.S. Department of Energy.

**18) Authorization for Recycling and Waste Management to Purchase a New**

**Caterpillar Wheel Loader**

Public Works - Recycling & Waste Management | Cap Aubrey

**Recommended Action:**

- A) Declare Quinn Company of Lancaster, CA a sole-source provider of a 2025 Caterpillar Wheel Load; and
- B) Authorize the issuance of a purchase order in an amount not to exceed \$311,273.13, payable to Quinn Company of Lancaster, CA.

**19) Temporary Road Closure for Annual Tour of Independence Christmas Lights and Community Gathering**

Public Works | Michael Errante

**Recommended Action:**

Approve the temporary closure of Lily Alley between East Center Street and East Main Street in Independence to accommodate the Annual Tour of Christmas Lights and Community Gathering on December 21, 2024 from 2-11 p.m.

**20) Right of Entry for the Carroll Creek Road Bridge Replacement Project**

Public Works | Michael Errante

**Recommended Action:**

Approve the Right of Entry between the County of Inyo and the Los Angeles Department of Water and Power for construction of the Carroll Creek Road Bridge Replacement Project, and authorize the Director of Public Works to sign.

**21) Filling of Vacancy on the Northern Inyo Airport Advisory Committee**

Public Works | Ashley Helms

**Recommended Action:**

Appoint Tyler Core to a four-year term as an alternate voting member on the Northern Inyo Airport Advisory Committee, ending October 31, 2028.

**22) Authorization to Apply to the 2025 Pet Lover's Spay and Neuter Grant Program**

Sheriff | Lindsey Stine

**Recommended Action:**

Authorize the Sheriff's Office to apply to the California Department of Food and Agriculture 2025 Pet Lover's Spay and Neuter Grant Program.

**23) Second Reading of Ordinance Repealing Subsection 16.32.330(D) of Inyo County Code Pertaining to Taxes and Assessments for Subdivisions**

Treasurer-Tax Collector | Alisha McMurtrie

**Recommended Action:**

Approve Ordinance 1313 titled, "An Ordinance of the Inyo County Board of Supervisors Repealing Subsection 16.32.330(D) of the Inyo County Code Pertaining to Taxes and Assessments for Subdivisions."

## **REGULAR AGENDA - MORNING**

**24) Statement of All Votes Cast**

Clerk-Recorder - Elections | Danielle Sexton  
5 minutes

**Recommended Action:**

Declare elected those persons for each election under the County's jurisdiction, and declare the results of each election under its jurisdiction as to each measure voted on at the election, based on the certified results as required by law and as specified in the Statement of All Votes Cast for the Statewide General Election held on November 5, 2024.

**25) Oral Report from Inyo County Film Commissioner**

Board of Supervisors | Film Commissioner Jesse Steele  
10 minutes

**Recommended Action:**

Hear an oral report from the Inyo County Film Commissioner on recent filming activity.

**26) Memorandum of Understanding between the County of Inyo and Inyo County Employees Association (ICEA)**

County Administrator - Personnel | Keri Oney  
15 minutes (5min. Presentation / 10min. Discussion)

**Recommended Action:**

Ratify and approve the July 1, 2024 through June 30, 2027 Memorandum of Understanding between the County of Inyo and Inyo County Employees Association (ICEA).

**27) Memorandum of Understanding between the County of Inyo and Inyo County Probation Peace Officers Association (ICPPOA)**

County Administrator - Personnel | Keri Oney  
10 minutes (5min. Presentation / 5min. Discussion)

**Recommended Action:**

Ratify and approve the April 1, 2024 through June 30, 2027 Memorandum of Understanding between the County of Inyo and the Inyo County Probation Peace Officers Association (ICPPOA).

**28) Resolution for Non-Represented Employees**

County Administrator - Personnel | Keri Oney  
10 minutes (5min. Presentation / 10min. Discussion)

**Recommended Action:**

Approve Resolution No. 2024-39 titled, "A Resolution of the Board of Supervisors, County of Inyo, State of California, Setting Certain Salary and/or Terms and Conditions of Employment for Non-Represented Employees Employed in the Several Offices or Institutions of the County of Inyo, Which Shall Supersede any Prior Resolution Pertaining to that Subject to the Extent They are

Inconsistent," and authorize the Chairperson to sign.

## **LUNCH**

- 29) The Board will recess for lunch and reconvene for the afternoon session.

## **REGULAR AGENDA - AFTERNOON**

### **1 P.M. 30) Bonanza Peak Solar Presentation**

Planning Department | Cathreen Richards, Cynthia Draper  
1 hour (20min. Presentation / 40min. Discussion)

#### **Recommended Action:**

Receive a presentation from Bonanza Peak Solar project applicant.

### **31) Financial Support for Continuity of Emergency Medical Services**

County Administrator | Nate Greenberg  
30 minutes (10min. Presentation / 20min. Discussion)

#### **Recommended Action:**

- A) Approve agreement between County of Inyo, City of Bishop, and Bishop Paiute Tribe for purpose of cost sharing of the financial support for continuity of 911 Emergency Medical Services in the Bishop Operating Area for the period between January 1, 2025 and June 30, 2025;
- B) Approve staff recommendation for equity distribution of funds on a per-call to each of the other volunteer fire departments for the purpose of delivering 911 Emergency Medical Services in other areas of the County; and
- C) Amend the Fiscal Year 2024-2025 County Budget as follows: increase appropriation in the Emergency Services Budget #011404 as follows: Professional Services (5265) by \$127,014, Other Agency Contributions (5539) by \$82,000, and increase the revenue object code Other Agencies (4599) by \$56,424; and reduce the Contingencies - General Budget (087100), Contingencies Object Code (5901) by \$152,591 (*4/5ths vote required*).

### **32) Ordinance Modifying County Code Related to the Enforcement of the California Building Code**

County Counsel | Grace Weitz  
15 minutes (5min. Presentation / 10min. Discussion)

#### **Recommended Action:**

Waive further reading of the proposed ordinance titled, "An Ordinance of the Board of Supervisors of the County of Inyo, State of California, Modifying Section 14.08.090 of the Inyo County Code Related to the Enforcement of the California Building Code," and schedule enactment for December 10, 2024 in the Board of Supervisors Chambers, County Administrative Center, Independence.

**33) Budget Amendment for County Counsel**

County Counsel | John Vallejo

3 minutes (1min. Presentation / 2 min. Discussion)

**Recommended Action:**

Amend the Fiscal Year 2024-2025 County Counsel Budget (010700) as follows (*4/5ths vote required*): increase estimated revenue in Other Agencies (4599) by \$30,000; and increase appropriation in Professional Services (5265) by \$30,000.

**34) Budget Amendment from Contingencies for County Counsel**

County Counsel | John Vallejo

10 minutes (5min. Presentation / 5min. Discussion)

**Recommended Action:**

- A) Amend the Fiscal Year 2024-2025 County Counsel Budget (010700) as follows: increase appropriation in Professional Services (5265) by \$40,000 (*4/5ths vote required*); and
- B) Amend the Fiscal Year 2024-2025 Contingencies Budget (087100) as follows: decrease appropriation in Contingencies (5901) by \$40,000 (*4/5ths vote required*).

**ADDITIONAL PUBLIC COMMENT & REPORTS**

**35) Public Comment**

Comments may be time-limited

**36) Board Member and Staff Reports**

Receive updates on recent or upcoming meetings and projects

**CORRESPONDENCE - INFORMATIONAL**

**37) Treasury Status Report for the Quarter Ending September 30, 2024**

# CBC Digital 395 Ridgecrest - Lone Pine

2

## Legend

- REGION**
- Barstow to Boron
  - Boron to Mojave
  - Boron to Johannesburg
  - Johannesburg to Inyokern
  - Inyokern to Olancha
  - Olancha to Independence
  - Independence to Bishop
  - Bishop to Benton
  - Bishop to Mammoth Lakes
  - Mammoth Lakes to Coleville
  - Coleville to Reno
- Proposed Facility**
- Cabinet
  - Node Bldg
  - POI
  - Splice
  - Tower
  - Staging Area
  - Existing Facility
  - Anchor
  - POI
- Street Side from Barstow to Reno**
- Left Side
  - Right Side
  - Road Crossing
  - Dirt Road
  - Unimproved
  - Lease
- Distribution Line**
- West/Southbound Side
  - East/Northbound Side
  - Non-Specific
  - USGS 7.5 Quad
  - Railroad



# CBC Digital 395 Lone Pine - Mammoth Lakes

3

## Legend

- REGION
- Barstow to Boron
- Boron to Mojave
- Boron to Johannesburg
- Johannesburg to Inyokern
- Inyokern to Olancha
- Olancha to Independence
- Independence to Bishop
- Bishop to Benton
- Bishop to Mammoth Lakes
- Mammoth Lakes to Coleville
- Coleville to Reno
- Proposed Facility
- Cabinet
- Node Bldg
- POI
- Splice
- Tower
- Staging Area
- Existing Facility
- Anchor
- POI
- Street Side from Barstow to Reno
- Left Side
- Right Side
- Road Crossing
- Det Road
- Undefined
- Lease
- Distribution Line
- West/Southbound Side
- East/Northbound Side
- Non-Specific
- USGS 7.5 Quad
- Railroad

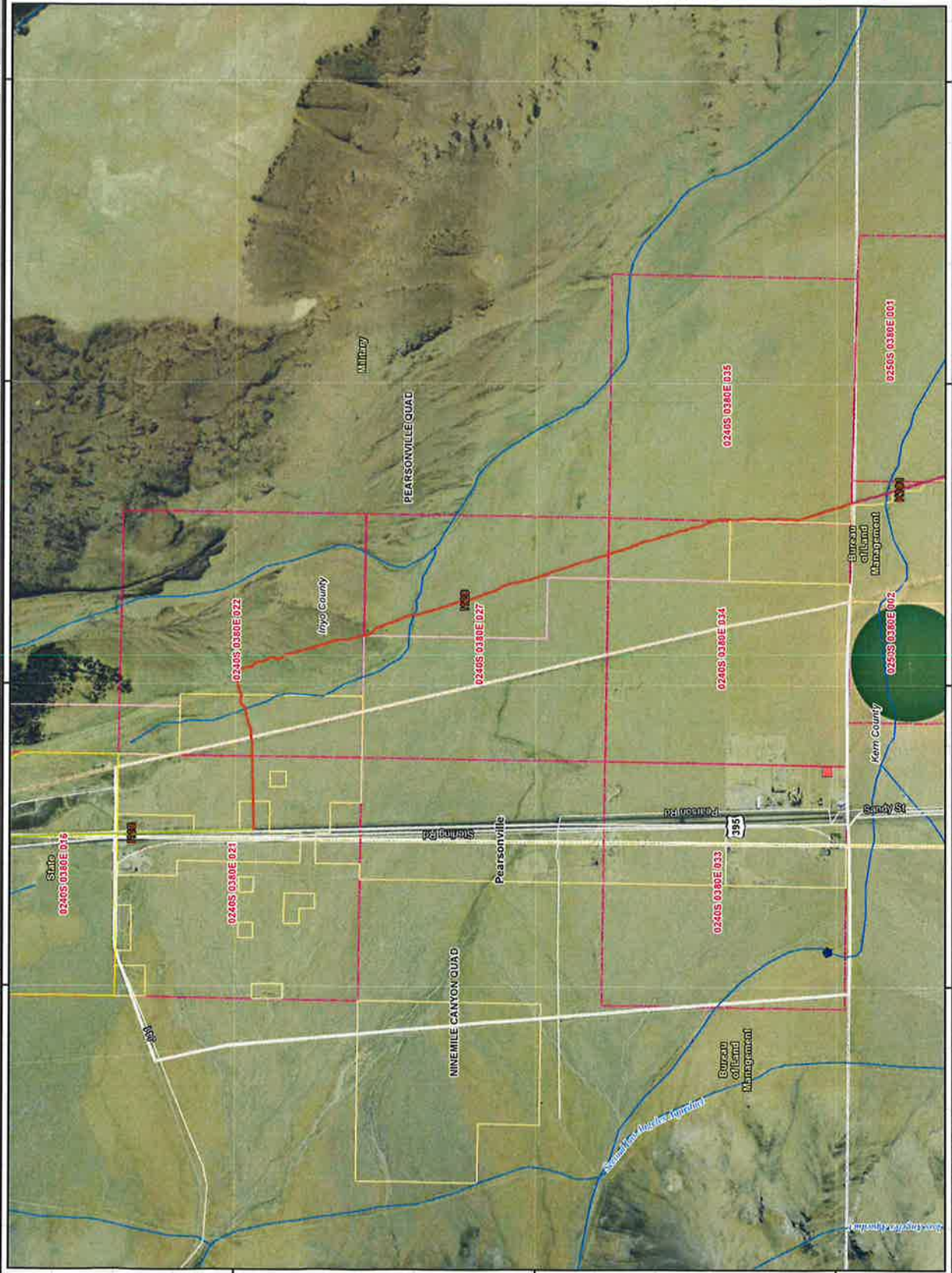
1:450,000



Miles



420000 422000 424000 426000



**CBC Digital 395**  
R04-Inyokern to Olancho-028

- Legend**
- Proposed Facility
    - Cablest
    - Node Blog
    - POI
    - Splice
    - Tower
    - Staging Area
    - Existing Facility
    - Anchor
    - POI
  - Distribution Line
    - West/Southbound Side
    - East/Northbound Side
    - Non-Specific
  - Land Agency
    - National Park Service
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
  - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Proposed Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
    - Waterways
    - USGS 7.5' Quad
    - PLSS Index
    - City Limit



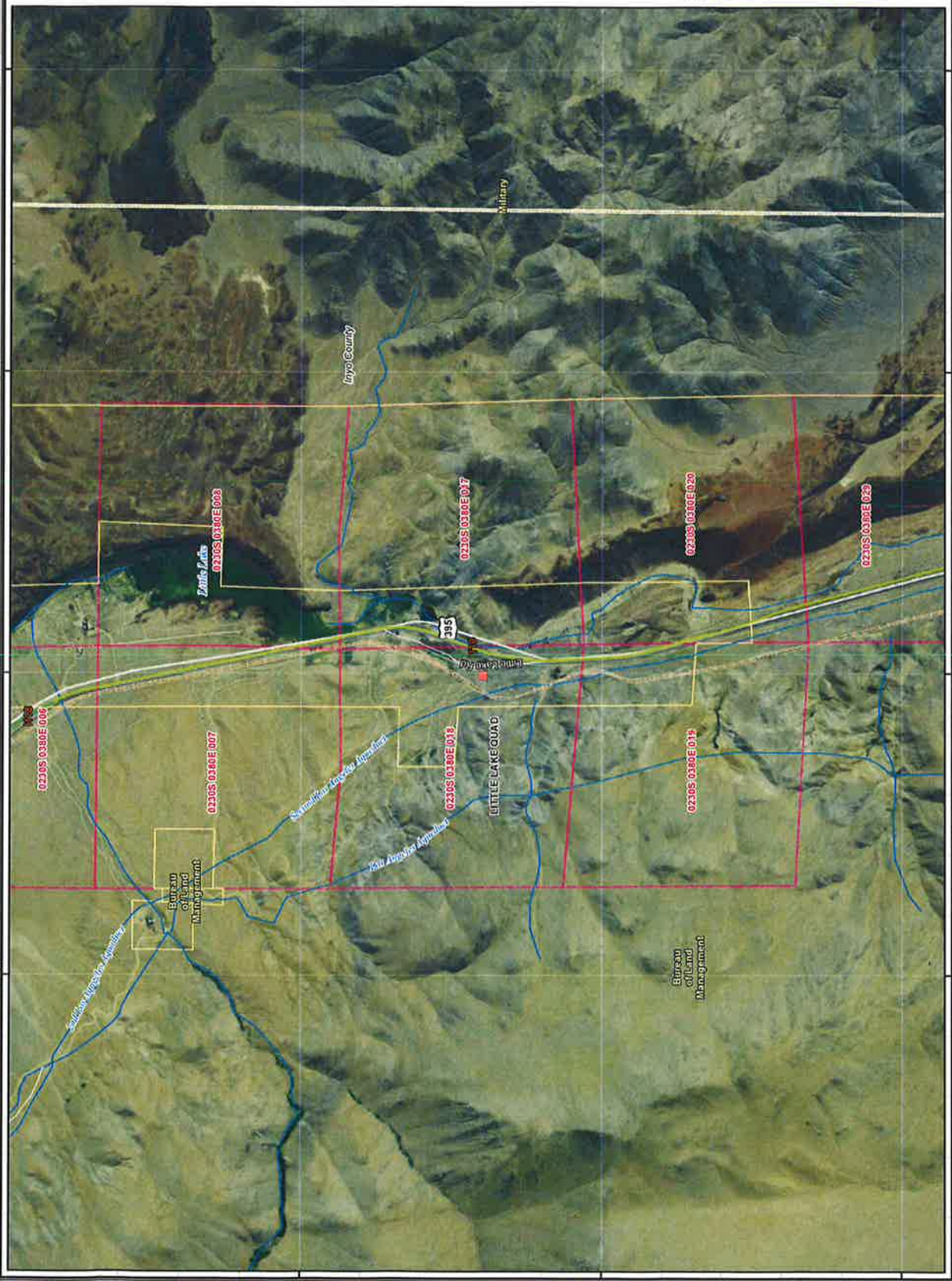


416000

418000

420000

422000



# CBC Digital 395

R04-Inyokern to Olancho-030

- Legend**
- Proposed Facility
    - Cabinet
    - Node Bldg
    - POI
    - Splice
    - Tower
  - Staging Area
  - Existing Facility
    - Anchor
    - ICLI
  - Distribution Line
    - West/Southbound Side
    - East/Northbound Side
    - Non-Specific
  - Land Agency
    - DDO Land
    - National Park Service
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
  - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
  - Waterways
    - USGS 7.5' Quad
    - PLSS Index
    - City Limit

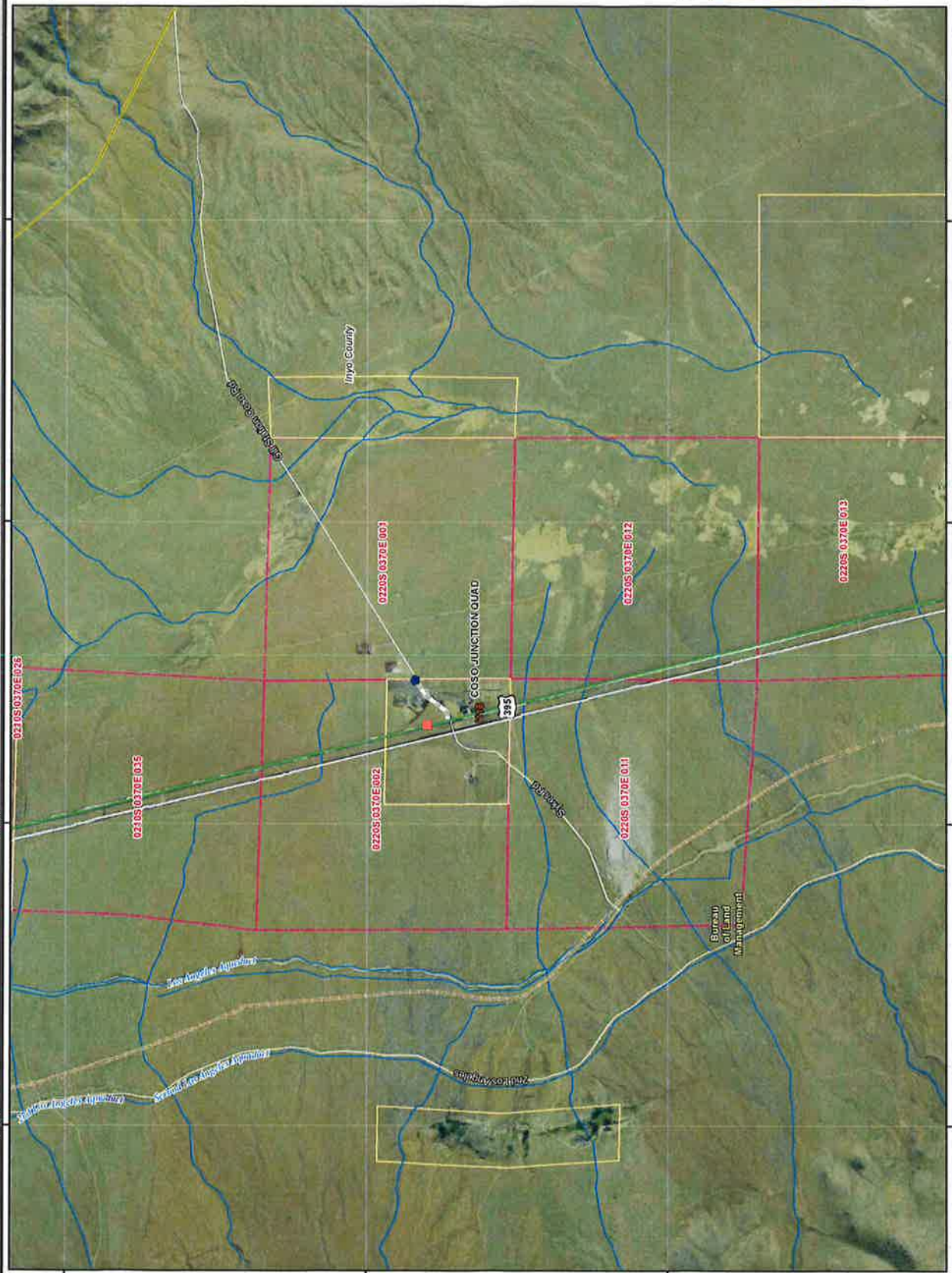


20260  
07-07-11



[illegible]

412000 414000 416000 418000



**CBC Digital 395**  
R04-Inyokern to Olancho-032

- Legend**
- Proposed Facility
    - ▲ Cabinet
    - ▲ Node Blog
    - ▲ POI
    - ▲ Splice
    - ▲ Tower
  - Staging Area
  - Existing Facility
    - Anchor
    - POI
  - Distribution Line
    - West/Southbound Side
    - East/Northbound Side
  - Land Agency
    - Non-Specific
    - National Park Service
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
  - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
  - Wetlands
    - Wetlands
  - USGS 7.5' Quad
  - PLSS Index
  - City Limit



# CBC Digital 395 R04-Inyokern to Olancho-033

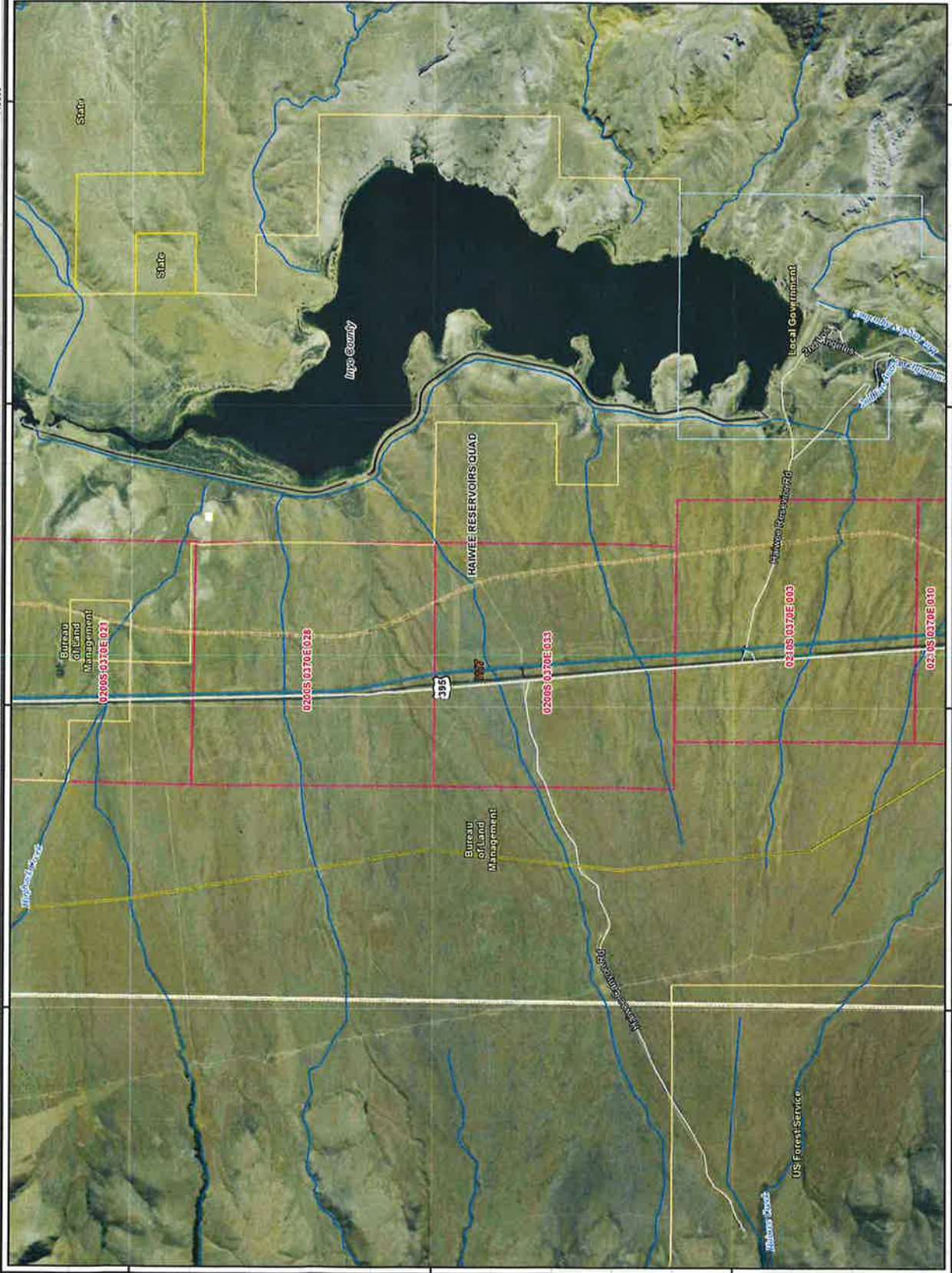
- Legend**
- Proposed Facility
    - Cabinet
    - Node 395g
    - POL
    - Splice
    - Tower
    - Staging Area
    - Existing Facility
    - Anchor
    - POL
  - Distribution Line
    - West/Southbound Side
    - East/Northeast Side
    - Non-Specific
  - Land Agency
    - National Park Service
    - Bureau of Land Management
    - USFS Land
    - State Land
    - Bureau of Indian Affairs
    - Local Government
    - Desert Tortoise Critical Habitat
    - Mohave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
    - Mohave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
    - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
  - Mainways
    - USGS 7.5 Quad
    - PASS Index
    - City Limit



20260  
07-07-11  
Chambers Group Inc.



410000 412000 414000 416000

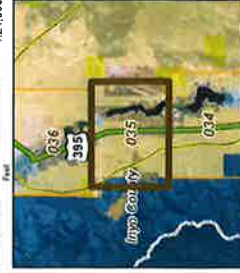


**CBC Digital 395**  
R04-Inyoken to Olancha-034

- Legend**
- Proposed Facility
  - Cabinet
  - Node Bag
  - POI
  - Sober
  - Tower
  - Staging Area
  - Existing Facility
  - Anchor
  - POI
  - Distribution Line
  - West/Southbound Side
  - East/Southbound Side
  - Non-Specific
  - Land Agency
  - DOO Land
  - National Park Service
  - BLM Land
  - USFS Land
  - Bureau of Indian Affairs
  - State Land
  - Local Government
  - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
  - Known Populations:
  - Identified Core Areas
  - Other Known Populations
  - Mohave Ground Squirrel Records
  - Incidental Observations
  - Present
  - Regional Surveys
  - Not Detected, Regional Surveys
  - Present, Regional Surveys
  - Protocol Grids
  - Not Detected, Protocol Grids
  - Present, Protocol Grids
  - Waterways
  - USGS 7.5' Quad
  - PLSS Index
  - City Limit



## R04-Inyokern to Olancha-035



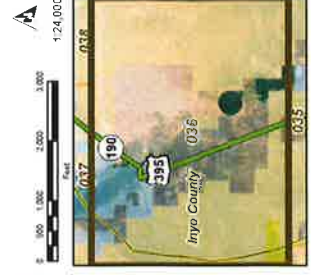
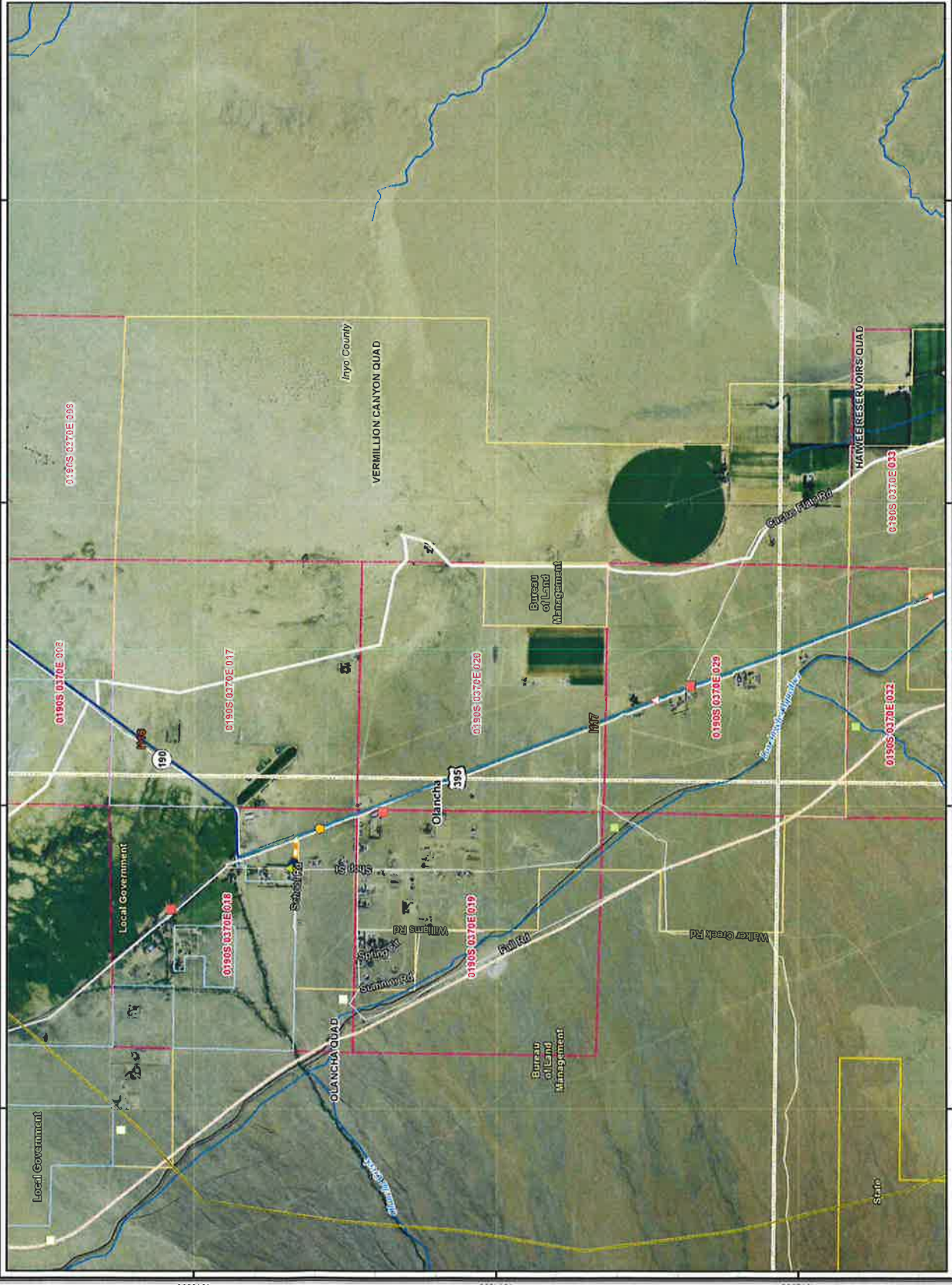
07-07-11



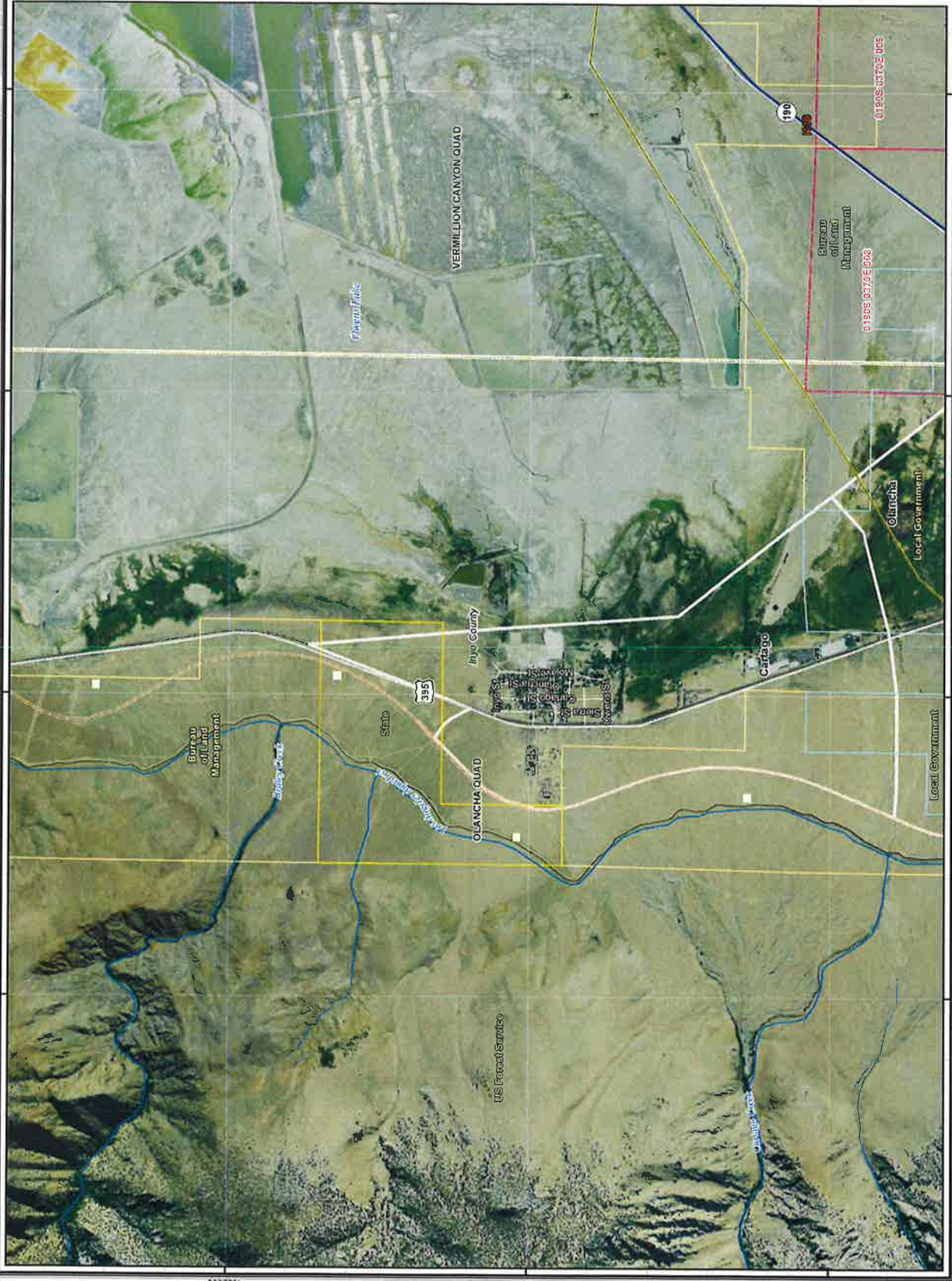
Chambers Group Inc.

# CBC Digital 395 R04-Ilyokern to Olancha-036

- Legend**
- Proposed Facility
    - Cabinet
    - Note Bldg
    - POI
    - Splice
    - Tower
  - Existing Facility
    - Staging Area
    - Anchor
    - POI
  - Distribution Line
    - West/Southbound Side
    - East/Northeast Side
    - Non-Specific
  - Land Agency
    - DOD Land
    - National Park Service
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
  - Desert Toad/Critical Habitat
  - Mohave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
  - Waterways
    - USGS 7.5' Quad
    - PLUS Index
    - City Limit

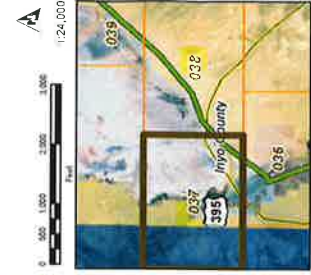


405000 408000 412000

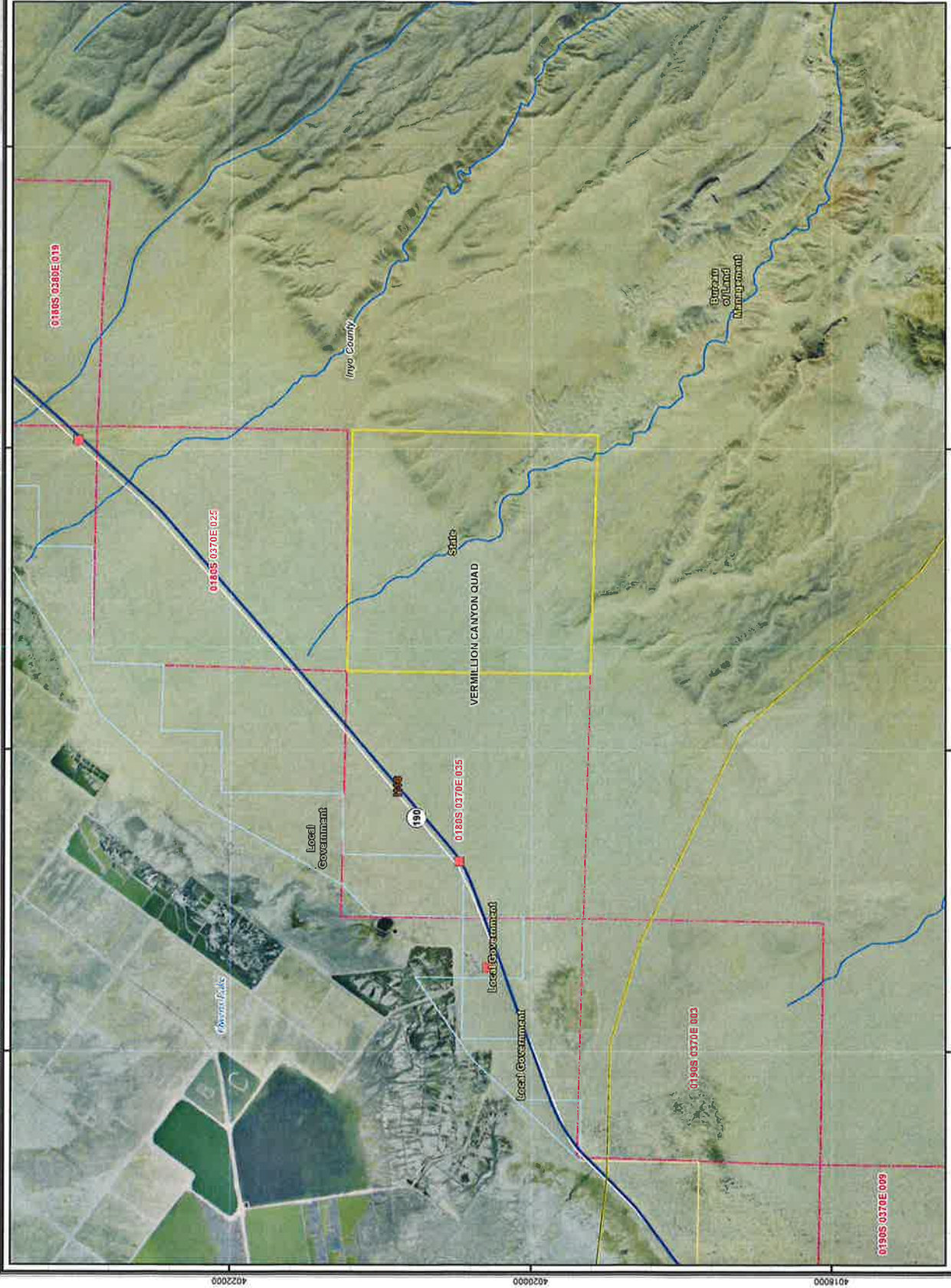


**CBC Digital 395**  
**R05-Olancha to Independence-037**

- Legend**
- Proposed Facility
    - Cabinet
    - Node Blot
    - POI
    - Splice
    - Tower
    - Staging Area
  - Existing Facility
    - Anchor
    - POI
  - Distribution Line
    - West/Southbound Side
    - East/Northeast Side
    - Non-Specific
  - Land Agency
    - DOO Land
    - National Park Service
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
  - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protected Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
  - Waterways
    - USGS 7.5 Quad
    - PLSS Index
  - City Limit



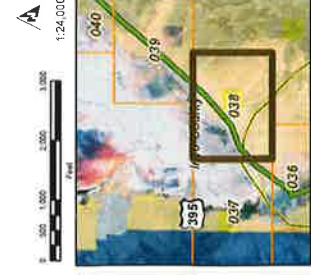
414000 416000 418000 420000

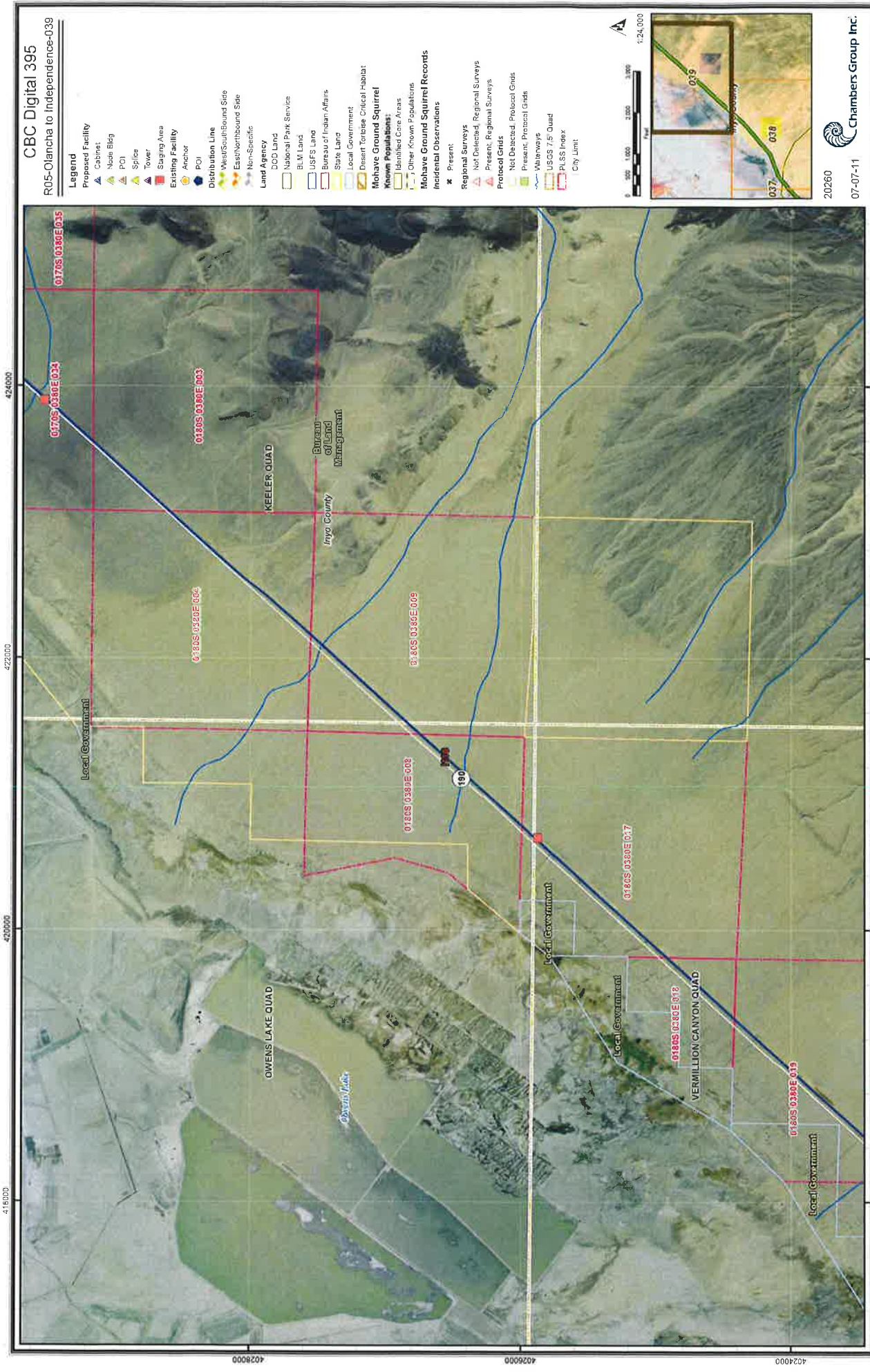


# CBC Digital 395

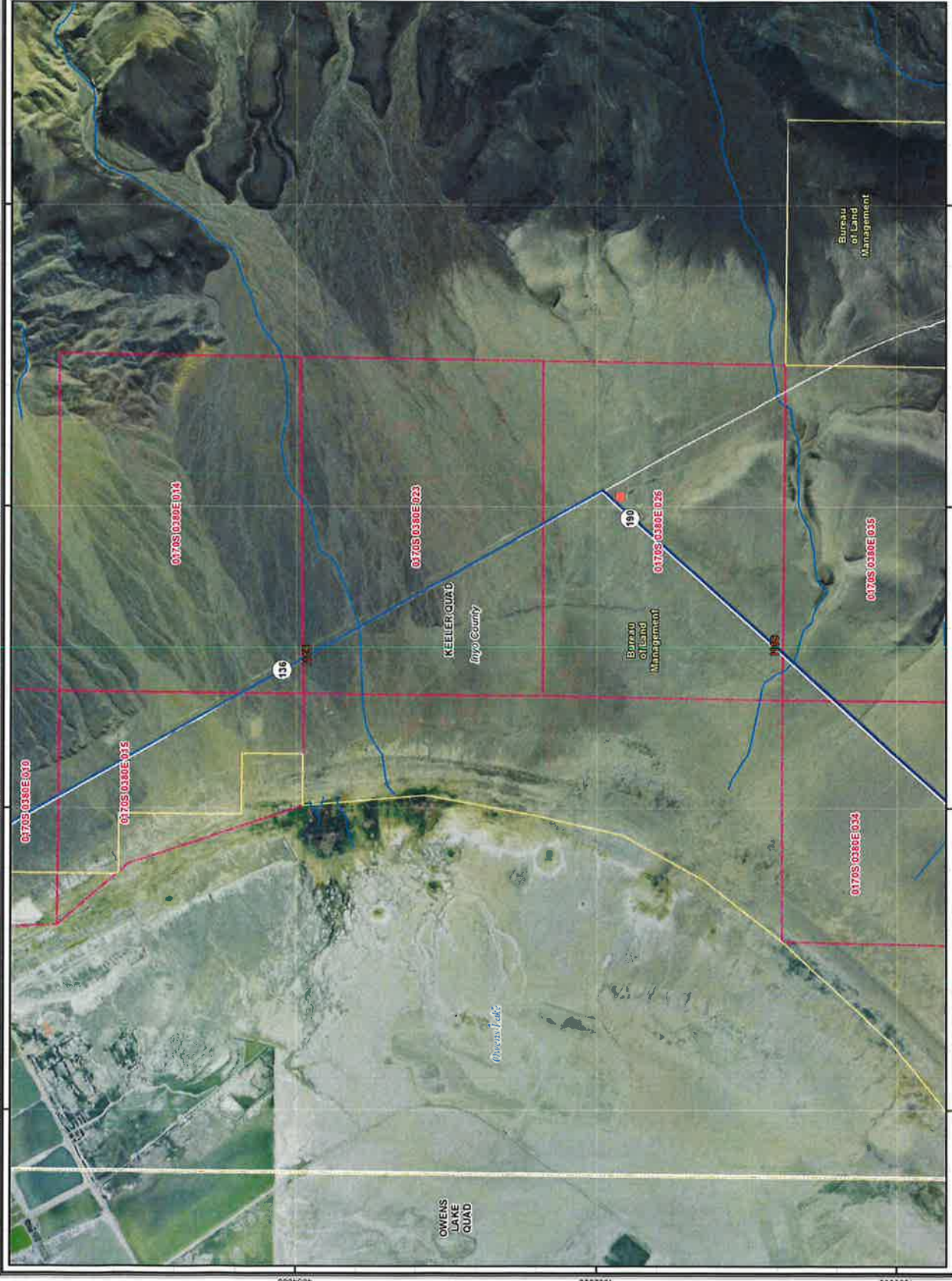
## R05-Olancho to Independence-038

- Legend**
- Proposed Facility
    - Cabinet
    - Node Bldg
    - POI
    - Splice
    - Tower
    - Staging Area
  - Existing Facility
    - Anchor
    - POI
  - Distribution Line
    - West/Southbound Side
    - East/Northbound Side
    - Non-Specific
  - Land Agency
    - BLM Land
    - National Park Service
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
    - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
  - Waterways
    - USGS 7.5' Quad
    - PLSS Index
    - City Limit





422000 424000 426000 428000



# CBC Digital 395

## R05-Olancha to Independence-040

- Legend**
- Proposed Facility
    - Cabinet
    - Node Bldg
    - POI
    - Splice
    - Tower
    - Siting Area
  - Existing Facility
    - Anchor
    - POI
  - Distribution Line
    - West/Southbound Side
    - East/Northbound Side
    - Non-Specific
  - Land Agency
    - DOD Land
    - National Park Service
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
  - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
  - Waterways
    - USGS 7.5' Quad
    - PLSS Index
  - City Limit



424000

422000

420000

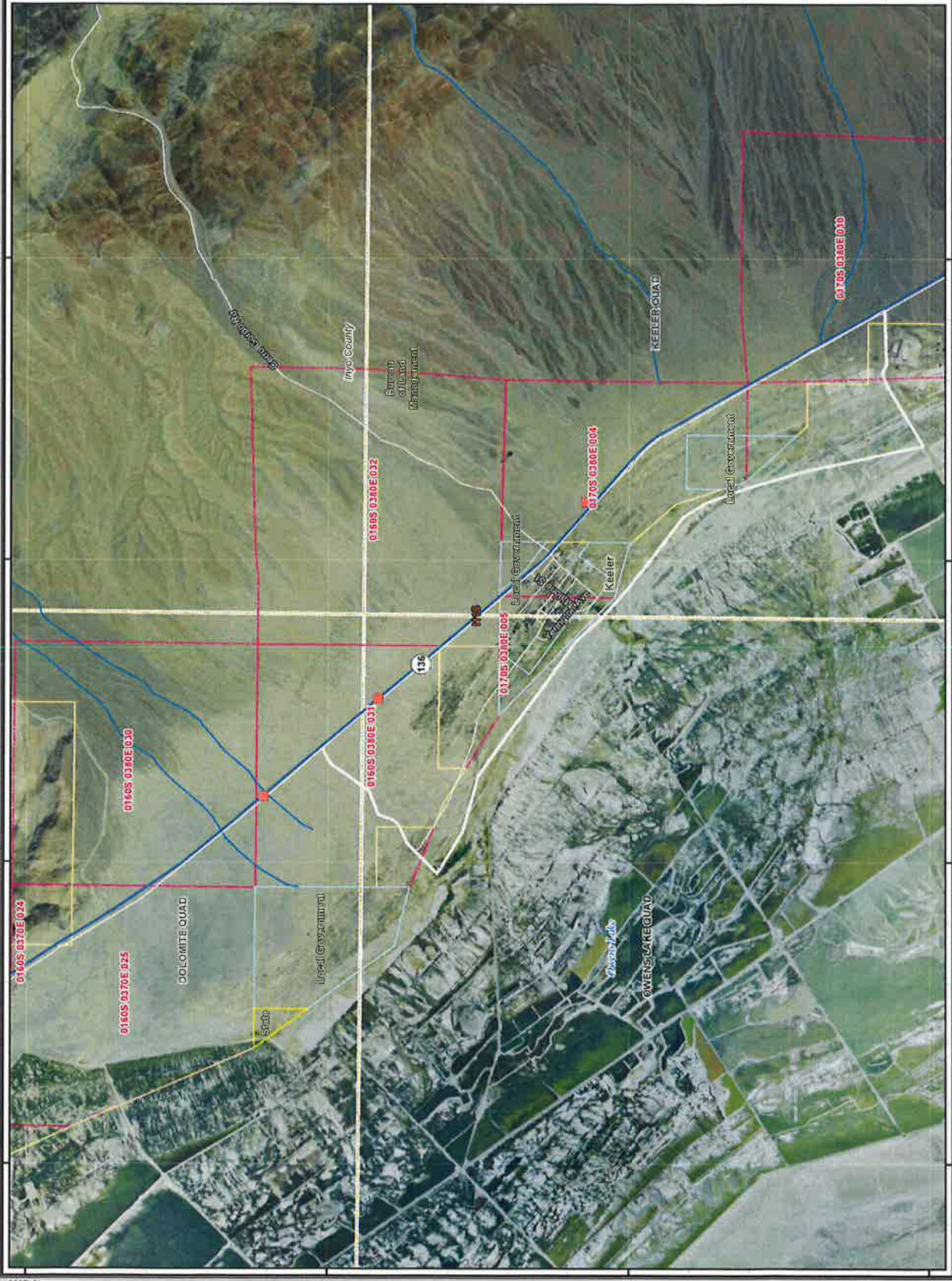
418000

4042000

4040000

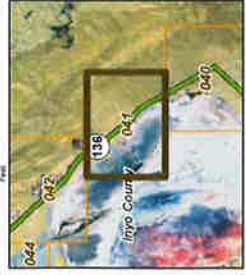
4038000

4036000

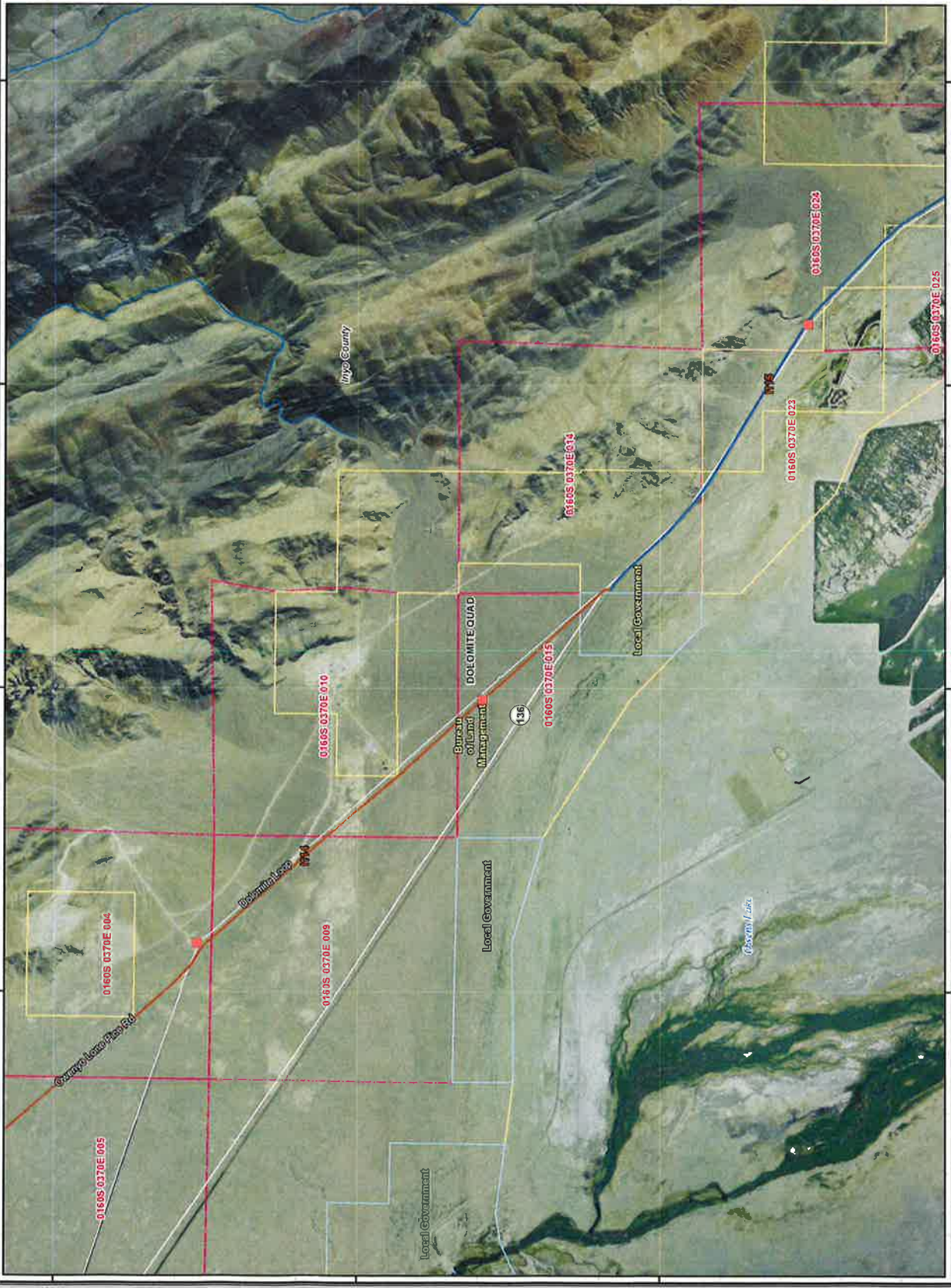


R05-Olanche to Independence-041

- Legend
- Proposed Facility
  - Cabinets
  - Note Bldg
  - POI
  - Setback
  - Tower
  - Staging Area
  - Existing Facility
  - Anchor
  - POI
  - Distribution Line
  - West/Southbound Side
  - East/Northbound Side
  - Non-Specific
  - Land Agency
  - DOO Land
  - National Park Service
  - BLM Land
  - USFS Land
  - Bureau of Indian Affairs
  - State Land
  - Local Government
  - Desert Tortoise Critical Habitat
  - Mojave Ground Squirrel
  - Known Populations
  - Identified Core Areas
  - Other Known Populations
  - Mojave Ground Squirrel Records
  - Incidental Observations
  - Present
  - Regional Surveys
  - Not Detected, Regional Surveys
  - Present, Regional Surveys
  - Protected Grids
  - Not Detected, Protected Grids
  - Present, Protected Grids
  - Waterways
  - USGS 7.5' Quad
  - PLSS Index
  - City Limit

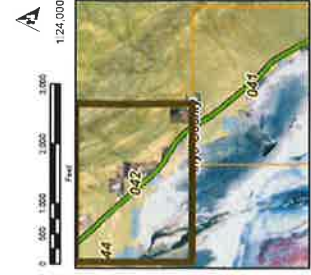


4048000 414000 416000 418000 420000

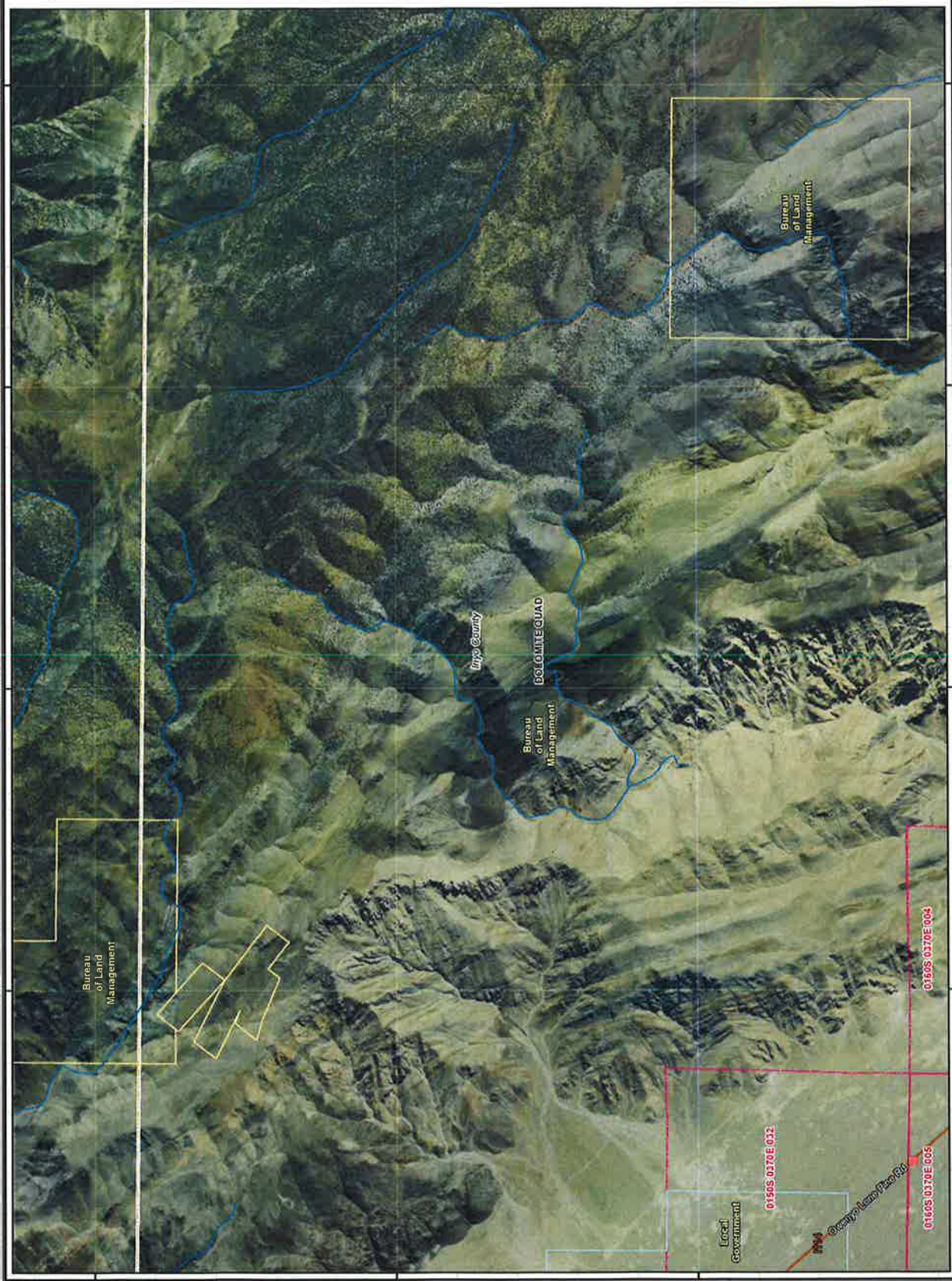


CBC Digital 395  
R05-Olancho to Independence-042

- Legend**
- Proposed Facility
    - Cabinet
    - Nose Blg
    - POI
    - Splice
    - Tower
    - Staging Area
  - Existing Facility
    - Anchor
    - PQI
  - Distribution Line
    - West/Southbound Side
    - East/Northbound Side
    - Non-Specific
  - Land Agency
    - DOD Land
    - National Park Service
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
  - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
  - Waterways
    - USGS 7.5' Quad
    - PLSS Index
    - City Limit



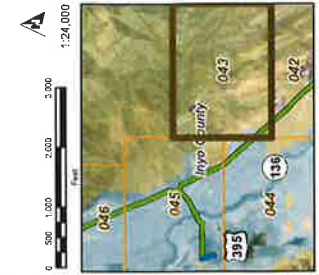
4054000 414000 416000 418000 420000



# CBC Digital 395

## R05-Olancha to Independence-043

- Legend**
- Proposed Facility
    - Cablest
    - Node Bldg
    - POI
    - Scize
    - Tower
  - Existing Facility
    - Anchor
    - POI
  - Distribution Line
    - West/Southbound Side
    - East/Northbound Side
  - Non-Specific
  - Land Agency
    - DOD Land
    - National Park Service
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
  - Local Government
    - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
  - Present
    - Regional Surveys
      - Not Detected, Regional Surveys
      - Present, Regional Surveys
    - Protocol Grids
      - Not Detected, Protocol Grids
      - Present, Protocol Grids
    - Waterways
    - USGS 7.5 Quad
    - PLSS Index
    - City Limit





412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

406000

404000

412000

410000

408000

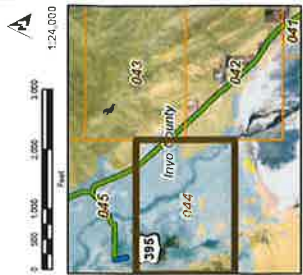
406000

404000

# CBC Digital 395

## R05-Olancha to Independence-044

- Legend**
- Proposed Facility
    - Cabinet
    - Node Bldg
    - POI
    - Splice
    - Tower
    - Staging Area
  - Existing Facility
    - Anchor
    - POI
  - Distribution Line
    - West/Southbound Side
    - East/Northbound Side
    - Non-Specific
  - Land Agency
    - DOI Land
    - National Park Service
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
    - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
  - Waterways
    - USGS 7.5' Quad
    - PLSS Index
    - City Limit



## R05-Olancha to Independence-045

R05-Olancha to Independence-045



- | Proposed Facility   |                   | Land Agency   |                          | Incidental Observations   |                   |
|---|-------------------|---|--------------------------|---|-------------------|
|  | Cabinet           |  | National Park            |  | Regional          |
|  | Node Bldg         |  | BLM Land                 |  | Not Detected      |
|  | POI               |  | USFS Land                |  | Present, Region   |
|  | Splice            |  | Bureau of Indian Affairs |  | Protocol Grids    |
|  | Tower             |  | State Land               |  | Not Detected      |
|  | Slaught Area      |  | Local Government         |  | Present, Proposed |
|  | Existing Facility |  | Desert Tortoise          |  | Waterways         |
|  | Anchor            |  | Known Population         |  | USGS 7.5 Quad     |
|  | POI               |  | Identified Core          |  | PLSS Index        |
|  | Distribution Line |  | Other Known P            |  | City Limit        |
|  | West/South/East   |  | Non-Specific             |   |                   |
|  | East/Northeast    |   |                          |   |                   |

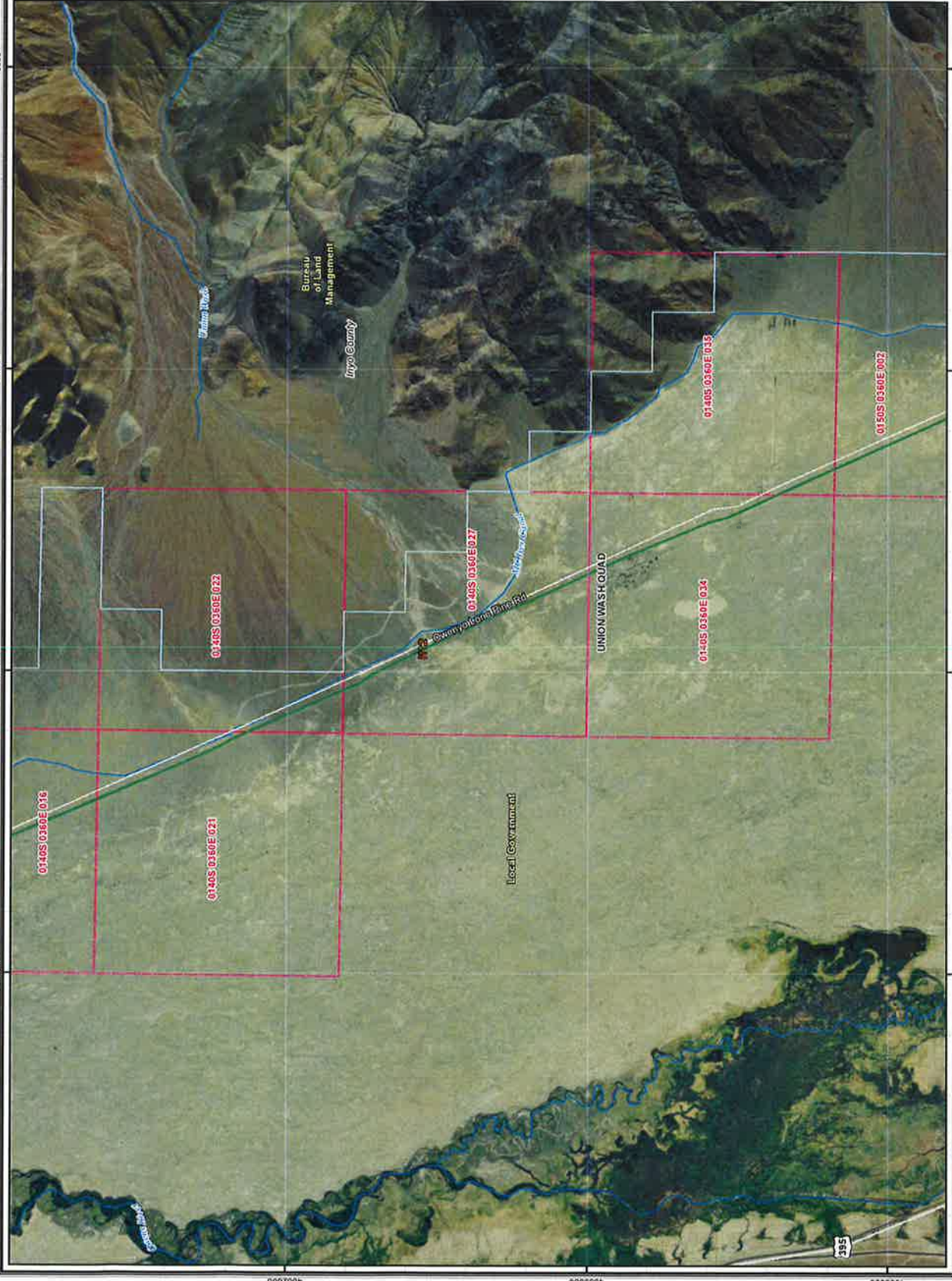


20260

07-07-11



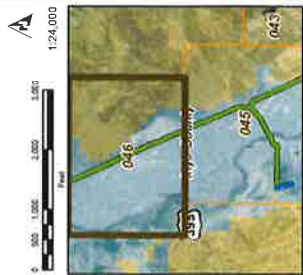
404000 406000 408000 410000



# CBC Digital 395

## R05-Olancha to Independence-046

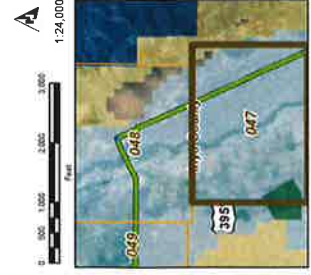
- Legend**
- Proposed Facility
    - Cabinet
    - Node Bldg
    - PCI
    - Salice
    - Tower
    - Sagging Area
  - Existing Facility
    - Anchor
    - PCI
  - Distribution Line
    - West/Southbound Side
    - East/Northbound Side
    - Non-Specific
  - Land Agency
    - DDO Land
    - National Park Service
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
    - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Directed, Regional Surveys
    - Present, Regional Surveys
  - Protocol Grids
    - Not Directed, Protocol Grids
    - Present, Protocol Grids
  - Waterways
    - USGS 7.5' Quad
    - PLSS Index
    - City Limit



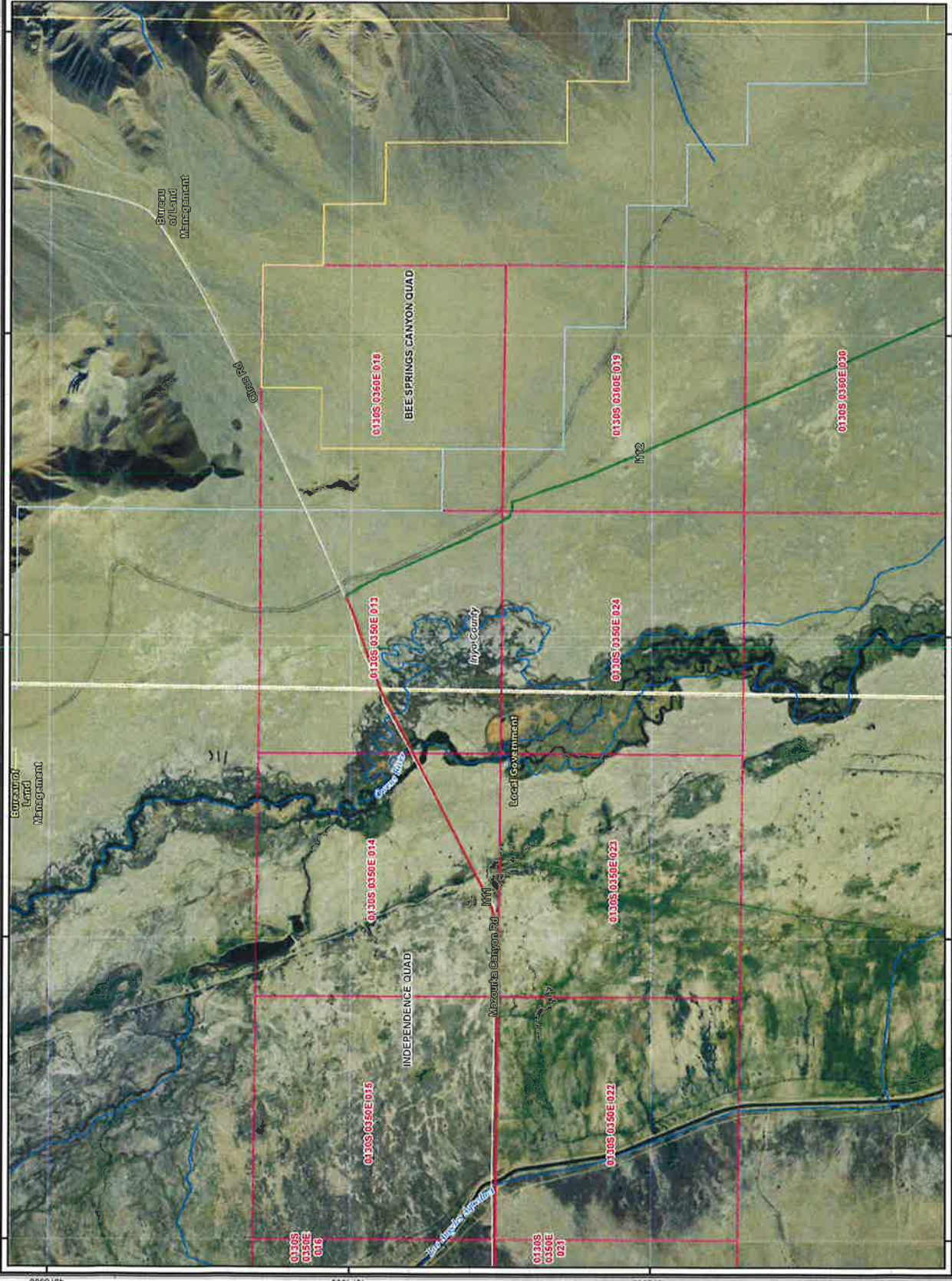


CBC Digital 395  
R05-Olancho to Independence-047

- Legend**
- Proposed Facility
    - Cabinet
    - Noise Bag
    - POI
    - Splice
    - Tower
    - Staging Area
  - Existing Facility
    - Anchor
    - POI
  - Distribution Line
    - West/Southbound Side
    - East/Northbound Side
    - Non-Specific
  - Land Agency
    - BLM Land
    - National Park Service
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
    - Desert Tortoise Critical Habitat
  - Mojave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mojave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protected Grids
    - Not Detected, Protected Grids
    - Present, Protected Grids
  - Waterways
    - USGS 7.5' Quad
    - PLSS Index
    - City Limit

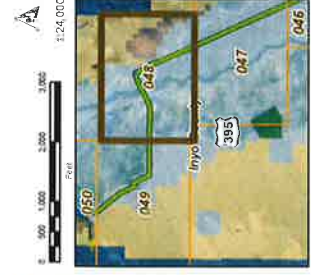


4076000 4074000 4072000 398000 400000 402000 404000



CBC Digital 395  
R05-Olancho to Independence-048

- Legend**
- Proposed Facility
    - Cabinet
    - Node Bkg
    - PCI
    - Splice
    - Tower
  - Sighting Area
  - Existing Facility
    - Anchor
    - POL
  - Distribution Line
    - West/Southbound Side
    - East/Northbound Side
    - Non-Specific
  - Land Agency
    - BLM Land
    - National Park Service
    - BLM Land
    - USFS Land
    - State Land
    - Bureau of Indian Affairs
    - Local Government
    - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
    - Waterways
    - USGS 7.5' Quad
    - PLSS Index
    - City Limit





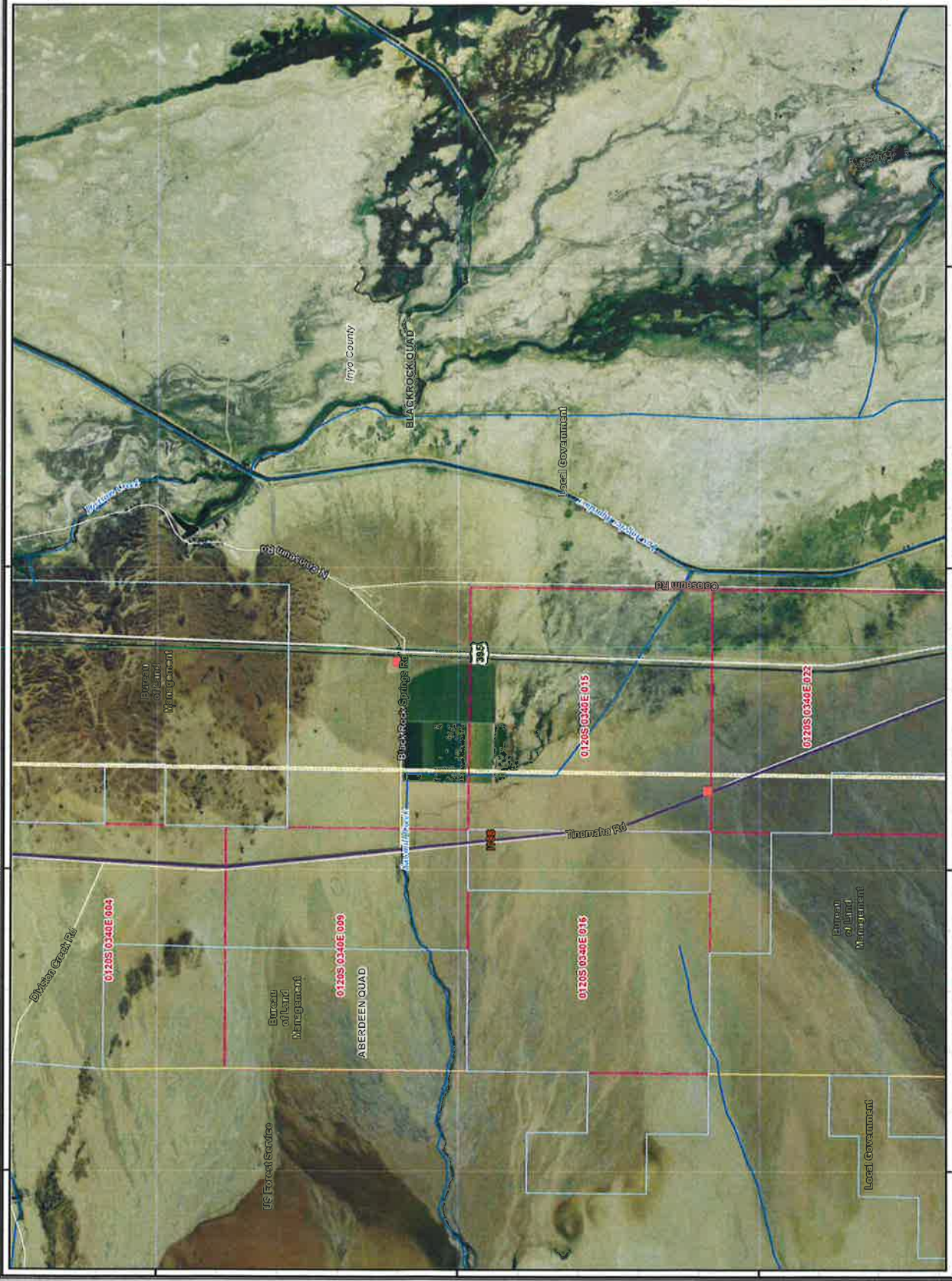


392000

390000

348000

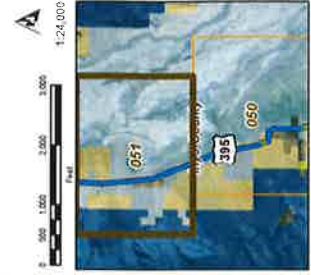
385000



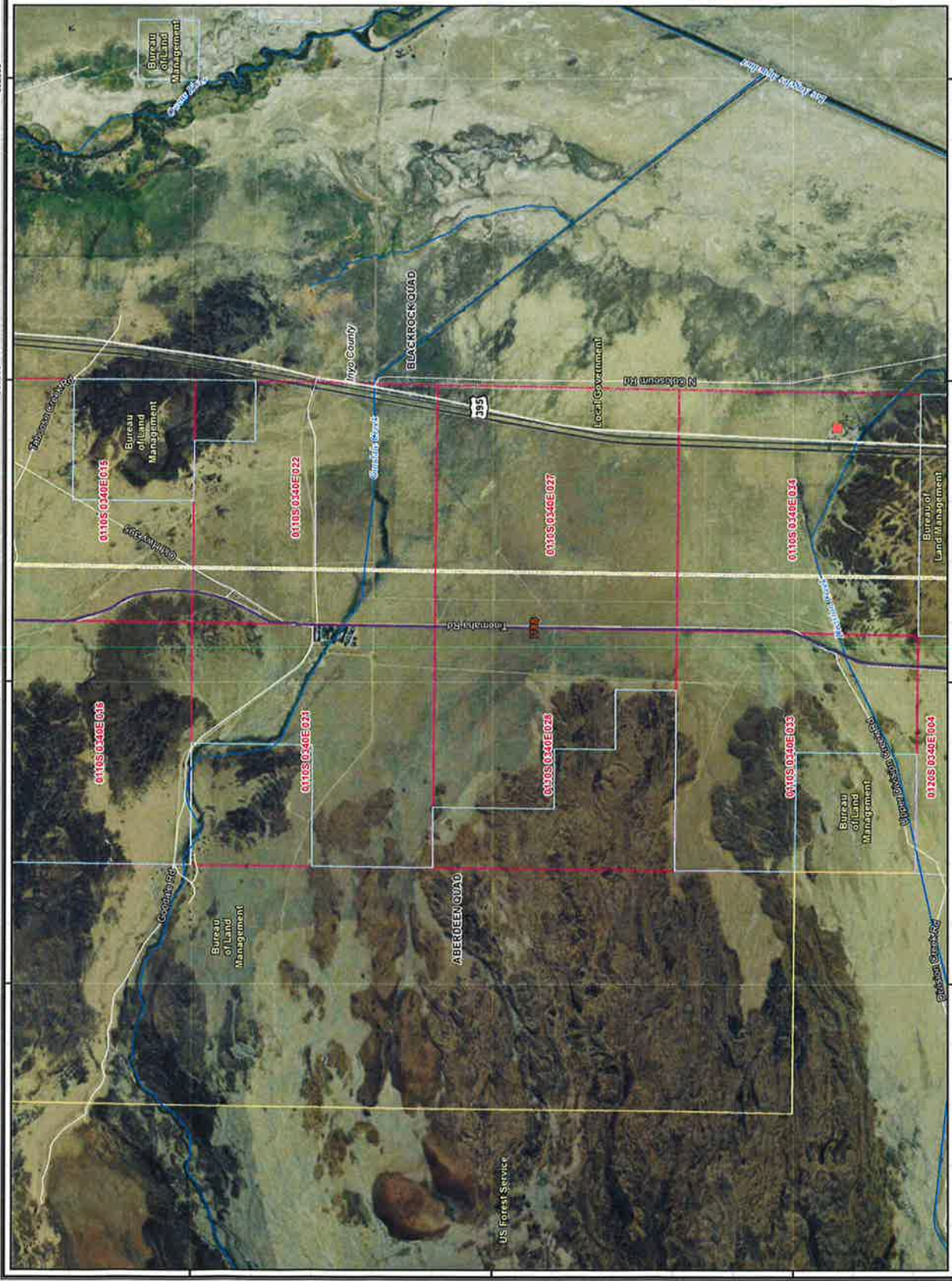
# CBC Digital 395

## R06-Independence to Bishop-051

- Legend**
- Proposed Facility
  - Cabinet
  - Node Blig
  - POI
  - Splice
  - Tower
  - Staging Area
  - Existing Facility
  - Anchor
  - POI
  - Distribution Line
  - West/Southbound Side
  - East/Northbound Side
  - Non-Specific
  - Land Agency
  - BOD Land
  - National Park Service
  - BLM Land
  - USFS Land
  - Bureau of Indian Affairs
  - State Land
  - Local Government
  - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
  - Known Populations
  - Isolated Core Areas
  - Other Known Populations
  - Mohave Ground Squirrel Records
  - Incidental Observations
  - Present
  - Regional Surveys
  - Not Detected Regional Surveys
  - Present Regional Surveys
  - Protocol Grids
  - Not Detected Protocol Grids
  - Present Protocol Grids
  - Waterways
  - USGS 7.5 Quad
  - PLSS Index
  - City Limit



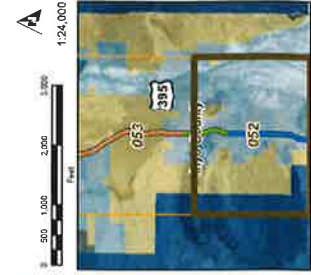
386000 388000 390000 392000



# CBC Digital 395

## R06-Independence to Bishop-052

- Legend**
- Proposed Facility
  - Cabinet
  - Node Blog
  - POI
  - Spoke
  - Tower
  - Staging Area
  - Existing Facility
  - Anchor
  - POI
  - Distribution Line
  - West/Southbound Side
  - East/Northbound Side
  - Non-Specific
  - Land Agency
  - DDO Land
  - National Park Service
  - BLM Land
  - USFS Land
  - Bureau of Indian Affairs
  - State Land
  - Local Government
  - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
  - Known Populations
  - Identified Core Areas
  - Other Known Populations
  - Mohave Ground Squirrel Records
  - Incidental Observations
  - Present
  - Regional Surveys
  - Not Detected Regional Surveys
  - Present Regional Surveys
  - Predefined Grids
  - Not Detected Predefined Grids
  - Present Predefined Grids
  - Waterways
  - USGS 7.5 Quad
  - PLUS Index
  - City Limit





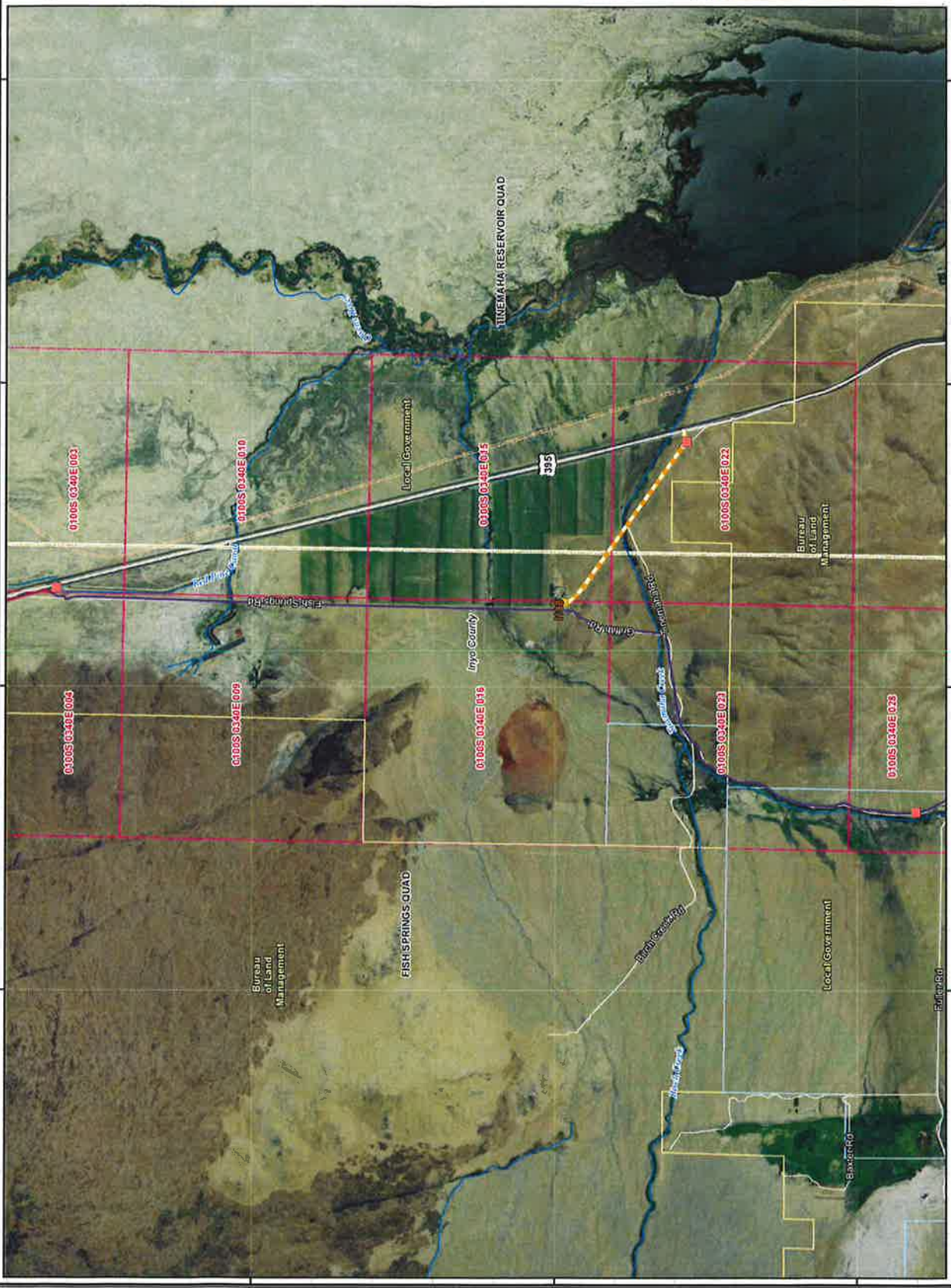
392000

380000

368000

356000

344000



# CBC Digital 395

## R06-Independence to Bishop-054

### Legend

- Proposed Facility
  - Cabinet
  - Node Bldg
  - POI
  - Splice
  - Tower
  - Staging Area
  - Existing Facility
  - Anchor
  - POI
- Distribution Line
  - West/Southbound Side
  - East/Northbound Side
  - Non-Specific
- Land Agency
  - DDO Land
  - National Park Service
  - BLM Land
  - USFS Land
  - Bureau of Indian Affairs
  - State Land
  - Local Government
- Desert Tortoise Critical Habitat
- Mohave Ground Squirrel
  - Known Populations
  - Identified Core Areas
  - Other Known Populations
- Mohave Ground Squirrel Records
  - Incidental Observations
  - Present
- Regional Surveys
  - Not Detected, Regional Surveys
  - Present, Regional Surveys
- Protocol Grids
  - Not Detected, Protocol Grids
  - Present, Protocol Grids
- Waterways
  - USGS 7.5' Quad
  - PLUS Index
  - City Limit



20260

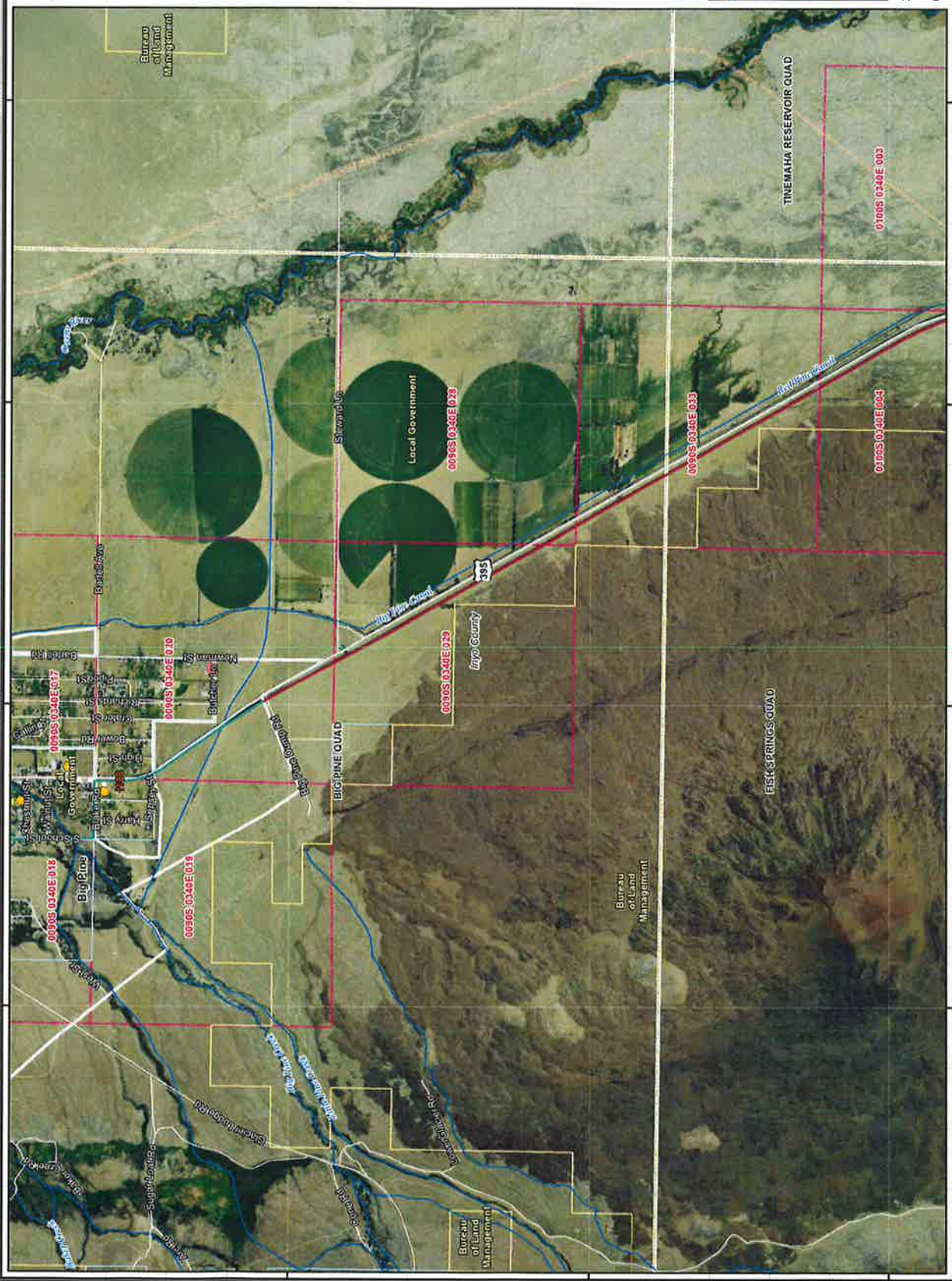
07-07-11



384000 386000 388000

384000

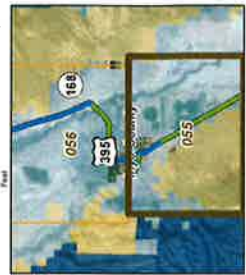
384000

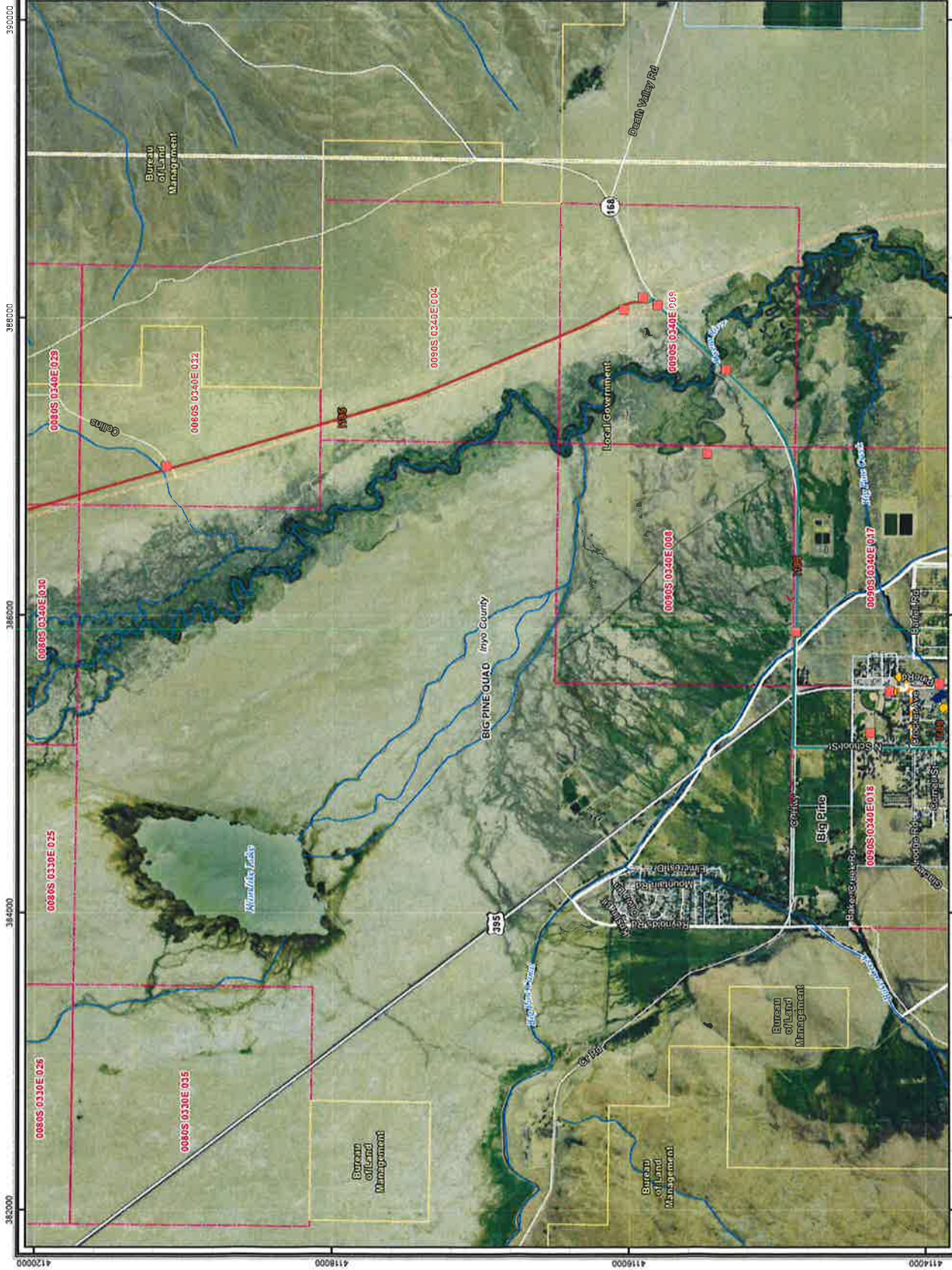


# CBC Digital 395

## R06-Independence to Bishop-055

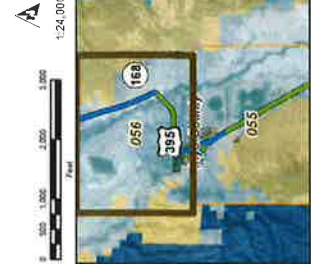
- Legend**
- Proposed Facility
    - Cabinet
    - Node Bldg
    - POI
    - Splice
    - Tower
  - Staging Area
  - Existing Facility
    - Anchor
    - POI
  - Distribution Line
    - West/Southbound Side
    - East/Northbound Side
    - Non-Specific
  - Land Agency
    - National Park Service
    - DOD Land
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
    - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
    - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected: Regional Surveys
    - Present: Regional Surveys
  - Protocol Grids
    - Not Detected: Protocol Grids
    - Present: Protocol Grids
  - Waterways
    - USFS 7.5' Quad
    - PLSS Index
    - City Limit





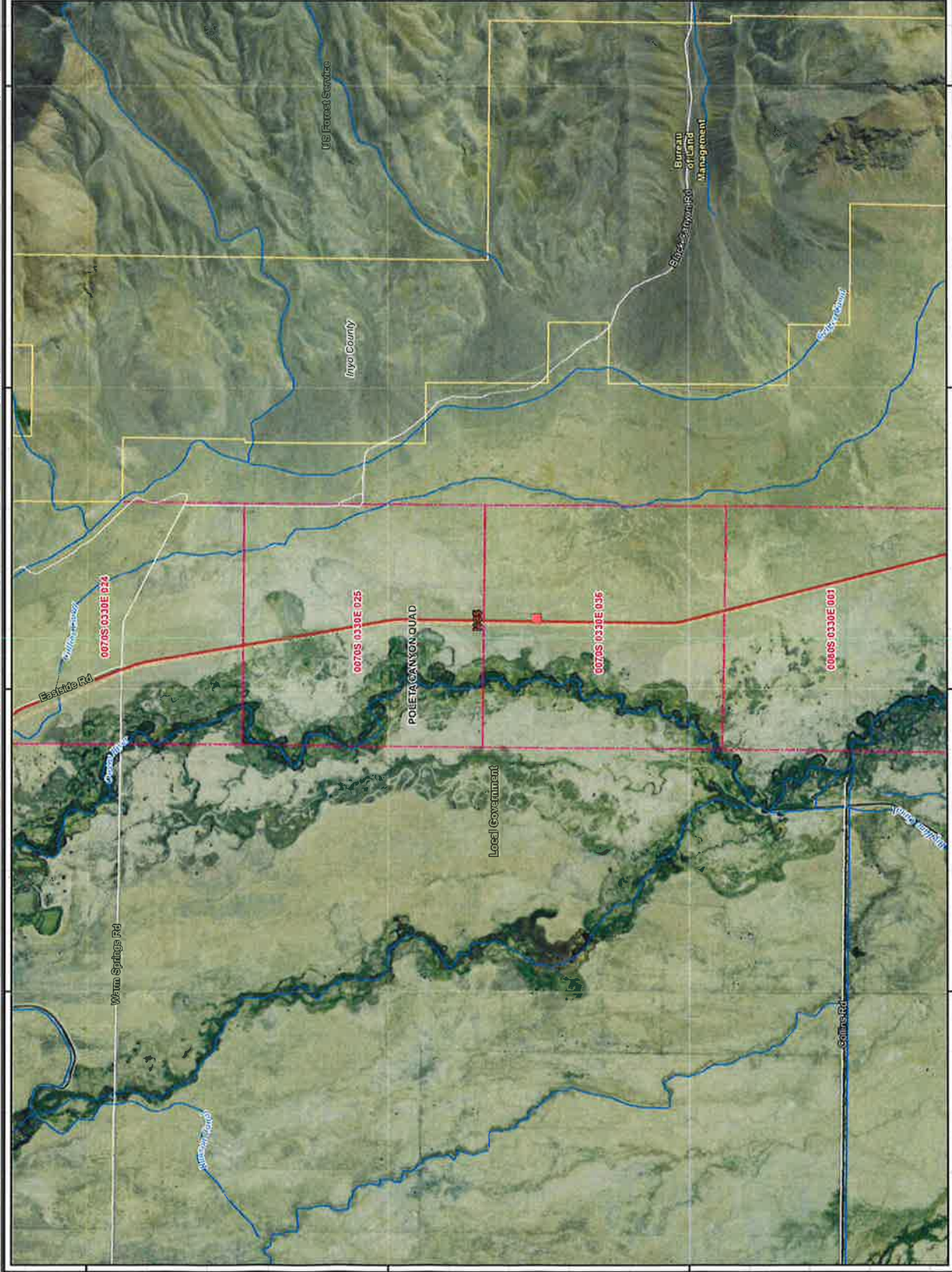
**CBC Digital 395**  
**R06-Independence to Bishop-056**

- Legend**
- Proposed Facility
    - Cabinet
    - Nude Sldg
    - POI
    - Splice
    - Tower
    - Staging Area
    - Existing Facility
    - Anchor
  - Distribution Line
    - North/Southbound Side
    - East/Northbound Side
    - Non-Specific
  - Land Agency
    - National Park Service
    - DOI Land
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
  - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
  - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Proposed Grids
    - Not Detected, Preload Grids
    - Present, Preload Grids
    - Waterways
    - USGS 7.5' Quad
    - PLSS Index
    - City Limit





382000 384000 386000 388000



CBC Digital 395  
R06-Independence to Bishop-058

- Legend**
- Proposed Facility**
- Cabinet
  - Node Bldg
  - POL
  - Splice
  - Tower
  - Staging Area
  - Existing Facility
  - Anchor
  - POL
- Distribution Line**
- West/Southbound Side
  - East/Northbound Side
  - Non-Specific
- Land Agency**
- DOO Land
  - National Park Service
  - BLM Land
  - USFS Land
  - Bureau of Indian Affairs
  - State Land
  - Local Government
- Desert Tortoise Critical Habitat**
- Mohave Ground Squirrel
  - Known Populations
  - Identified Core Areas
  - Other Known Populations
- Mohave Ground Squirrel Records**
- Incidental Observations
  - Present
- Regional Surveys**
- Not Detected, Regional Surveys
  - Present, Regional Surveys
  - Protocol Grids
  - Not Detected, Protocol Grids
  - Present, Protocol Grids
  - Waterways
  - USGS 7.5' Quad
  - ASS Index
  - City Limit





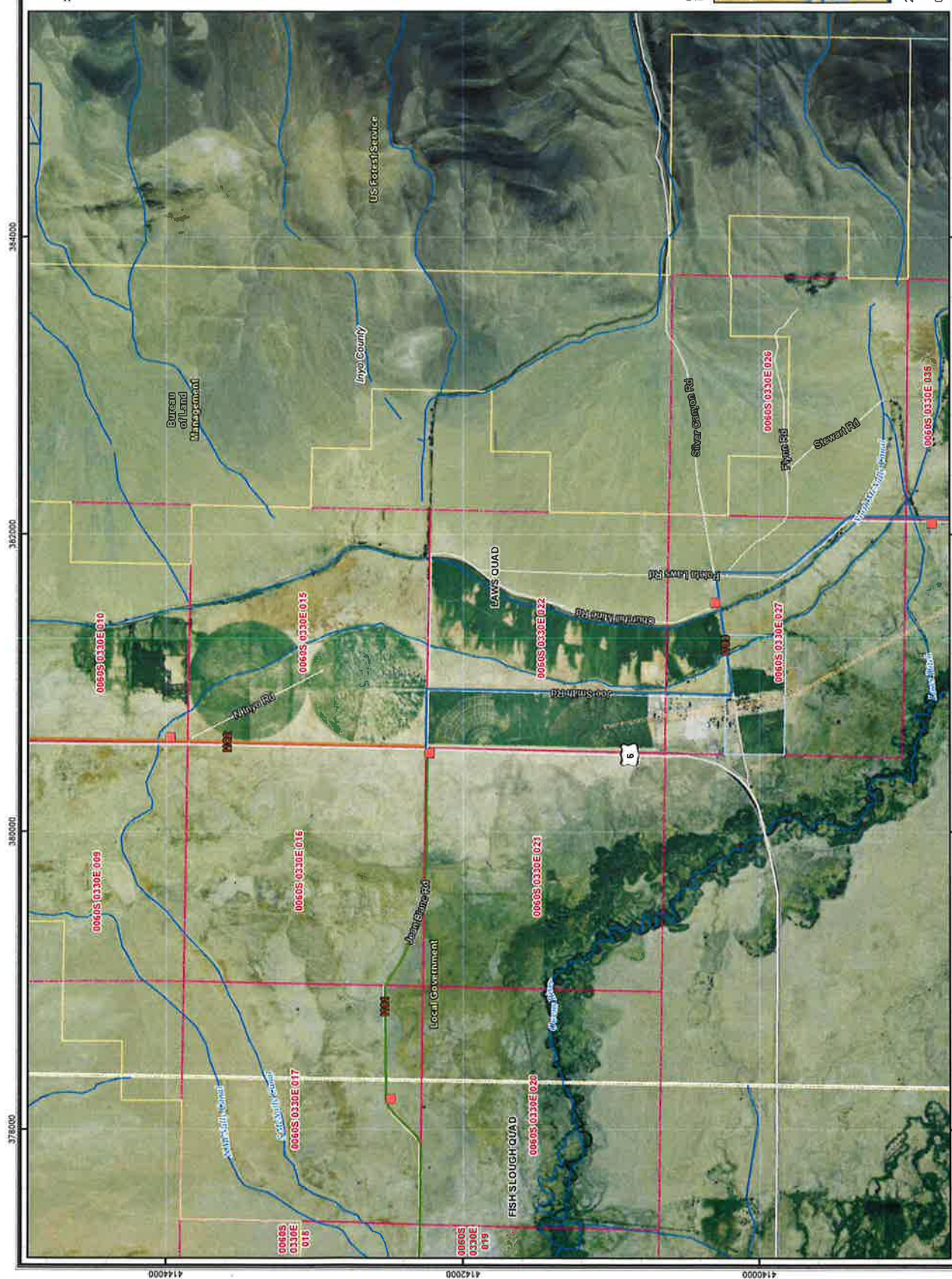
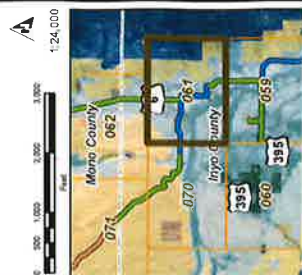


# CBC Digital 395 R06-Independence to Bishop-060

- Legend**
- Proposed Facility
    - Cabinet
    - Node Bldg
    - POL
    - Splice
    - Tower
    - Staging Area
    - Existing Facility
    - Anchor
  - Distribution Line
    - West/Southbound Side
    - East/Northbound Side
    - Non-Specific
  - Land Agency
    - National Park Service
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
    - Desert Tortoise Critical Habitat
    - Mohave Ground Squirrel Known Populations
    - Other Known Populations
    - Mohave Ground Squirrel Records
    - Incidental Observations
  - Present
    - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
    - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
    - Mainways
    - USGS 7.5' Quad
    - P.L.S.S. Index
    - City Limit



CBC Digital 395  
R07-Bishop to Benton-061



376000 378000 380000 382000

4150000

4148000



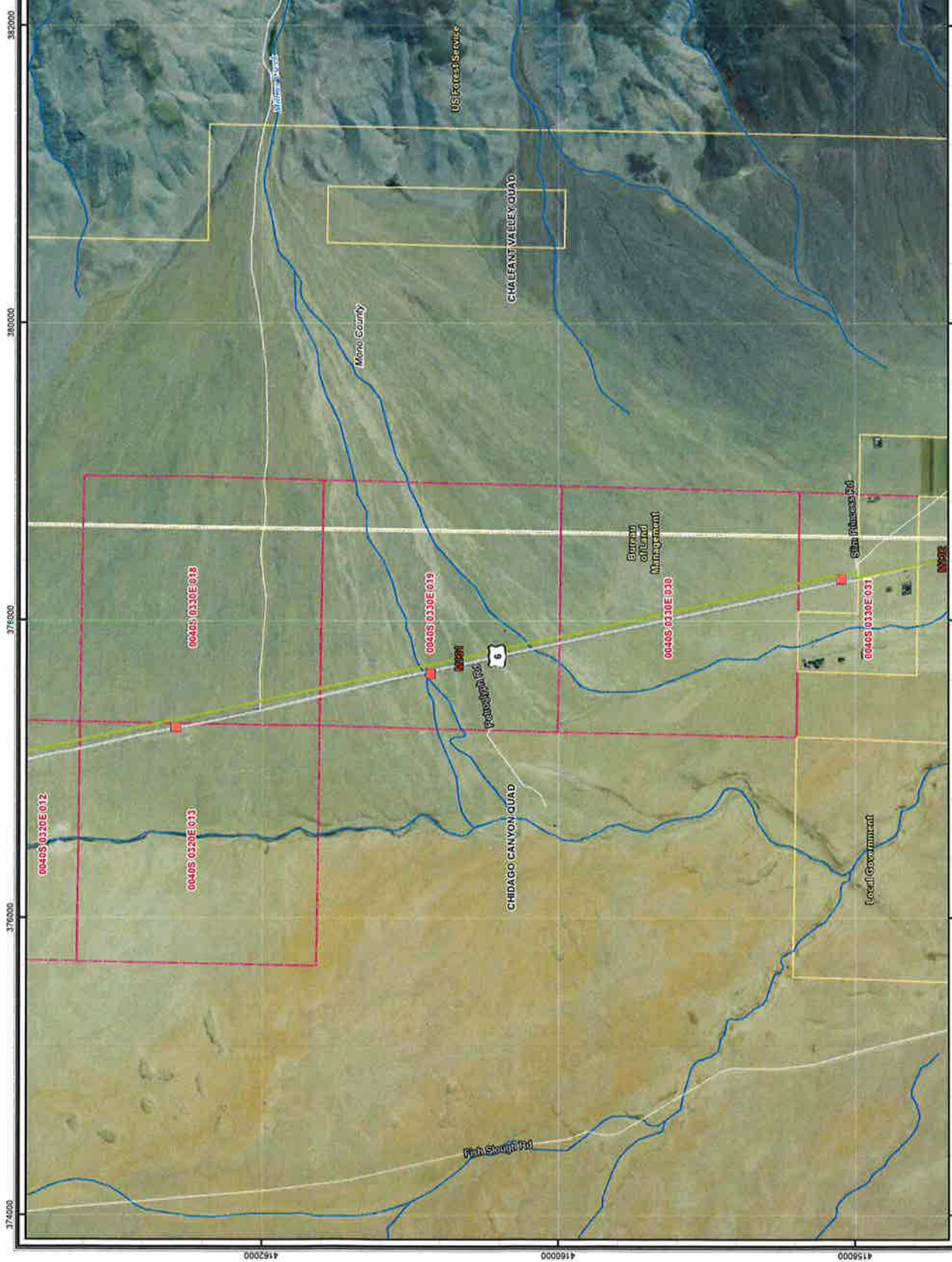
# CBC Digital 395

R07-Bishop to Benton-062

- Legend**
- Proposed Facility
    - Cabinet
    - Node Bldg
    - POI
    - Splice
    - Tower
  - Staging Area
  - Existing Facility
  - Anchor
  - POI
  - Distribution Line
  - Manufacturing/Side
  - East/Westbound Side
  - Non-Specific
  - Land Agency
    - National Park Service
    - DOO Land
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
  - Desert Tortoise Critical Habitat
  - Mohave Ground Squirrel
  - Known Populations
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
  - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
  - Waterways
  - USGS 7.5' Quad
  - PLSS Index
  - City Limit







# CBC Digital 395 R07-Bishop to Benton-064

- Legend**
- Proposed Facility
    - Cabinet
    - Node Bldg
    - POI
    - Slide
    - Tower
    - Staging Area
    - Existing Facility
    - Anchor
  - Distribution Line
    - POI
    - North/Southbound Side
    - East/Westbound Side
    - Non-Specific
  - Land Agency
    - National Park Service
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
    - Desert Tortoise Critical Habitat
    - Mohave Ground Squirrel
    - Known Populations
    - Isolated Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
  - Waterways
  - USGS 7.5 Quad
  - PLSS Index
  - City Limit





378000

376000

374000

372000

4176000

4174000

4172000

4170000



# CBC Digital 395

R07-Bishop to Benton-066

## Legend

- Proposed Facility
  - Cabinet
  - Node Blog
  - PCI
  - Splice
  - Tower
- Staging Area
- Existing Facility
  - Anchor
  - PCI
- Distribution Line
  - West/Southbound Side
  - East/Northbound Side
  - Non-Specific
- Land Agency
  - DOC Land
  - National Park Service
  - BLM Land
  - USFS Land
  - Bureau of Indian Affairs
  - State Land
  - Local Government
- Desert Tortoise Critical Habitat
- Mohave Ground Squirrel
  - Known Populations
  - Identified Core Areas
  - Other Known Populations
- Mohave Ground Squirrel Records
  - Incidental Observations
  - Present
- Regional Surveys
  - Not Detected, Regional Surveys
  - Present, Regional Surveys
- Protocol Grids
  - Not Detected, Protocol Grids
  - Present, Protocol Grids
- Waterways
  - USGS 7.5' Quad
  - PLSS Index
  - City Limit



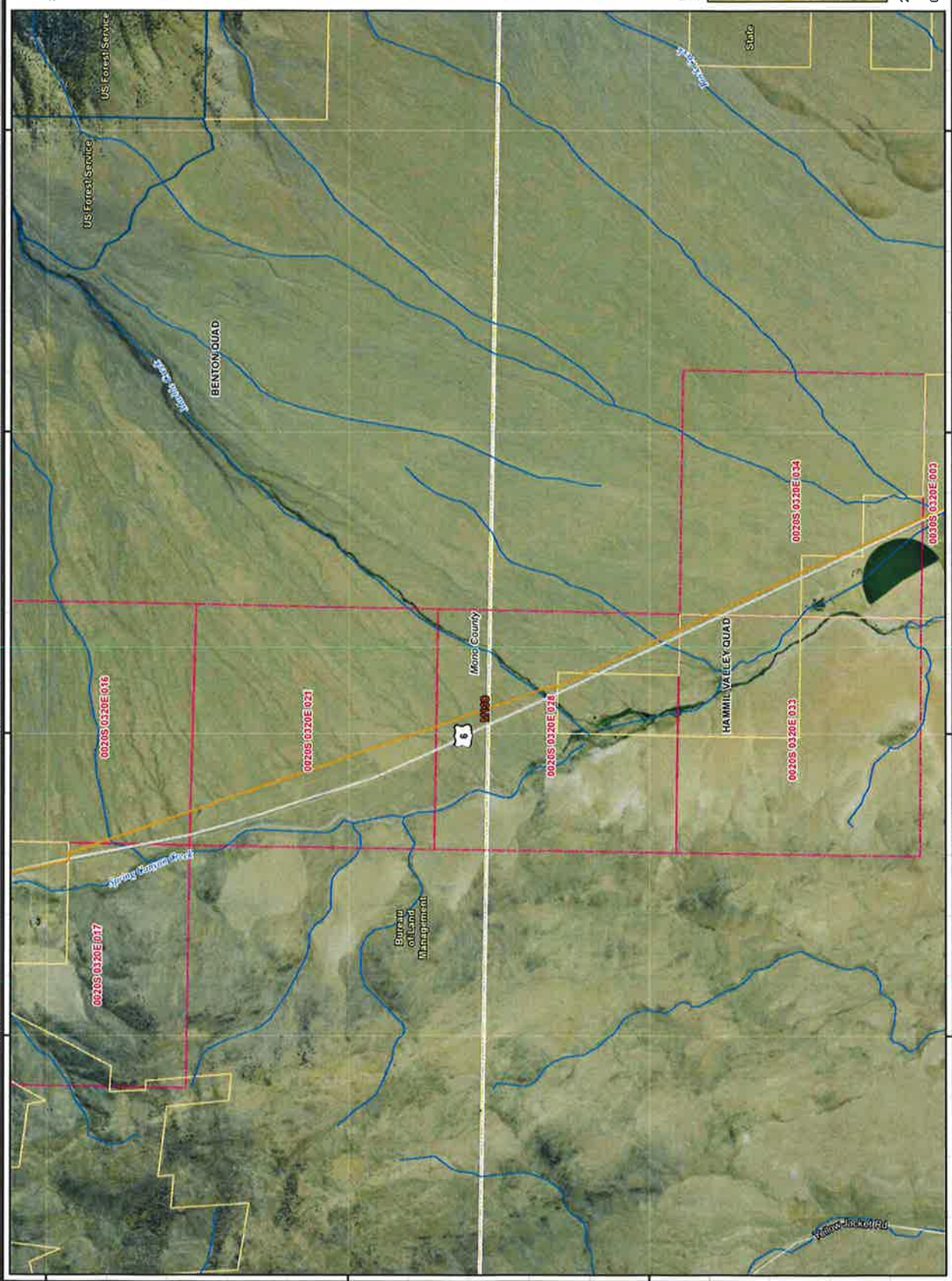
20260

07-07-11



370000 372000 374000 376000

4182000 4180000 4178000



# CBC Digital 395

## R07-Bishop to Benton-067

- Legend**
- Proposed Facility
    - Cabinet
    - Note Bldg
    - POI
    - Splice
    - Tower
    - Shaping Area
    - Existing Facility
    - Anchor
    - POI
  - Distribution Line
    - West/Southbound Side
    - East/Northbound Side
    - Non-Specific
  - Land Agency
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
    - Desert Tortoise Critical Habitat
    - Mojave Ground Squirrel
    - Known Populations:
      - Identified Core Areas
      - Other Known Populations
    - Mojave Ground Squirrel Records
      - Incidental Observations
      - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
  - Waterways
    - PLSS Index
    - City Limit



R07-Bishop to Benton-068

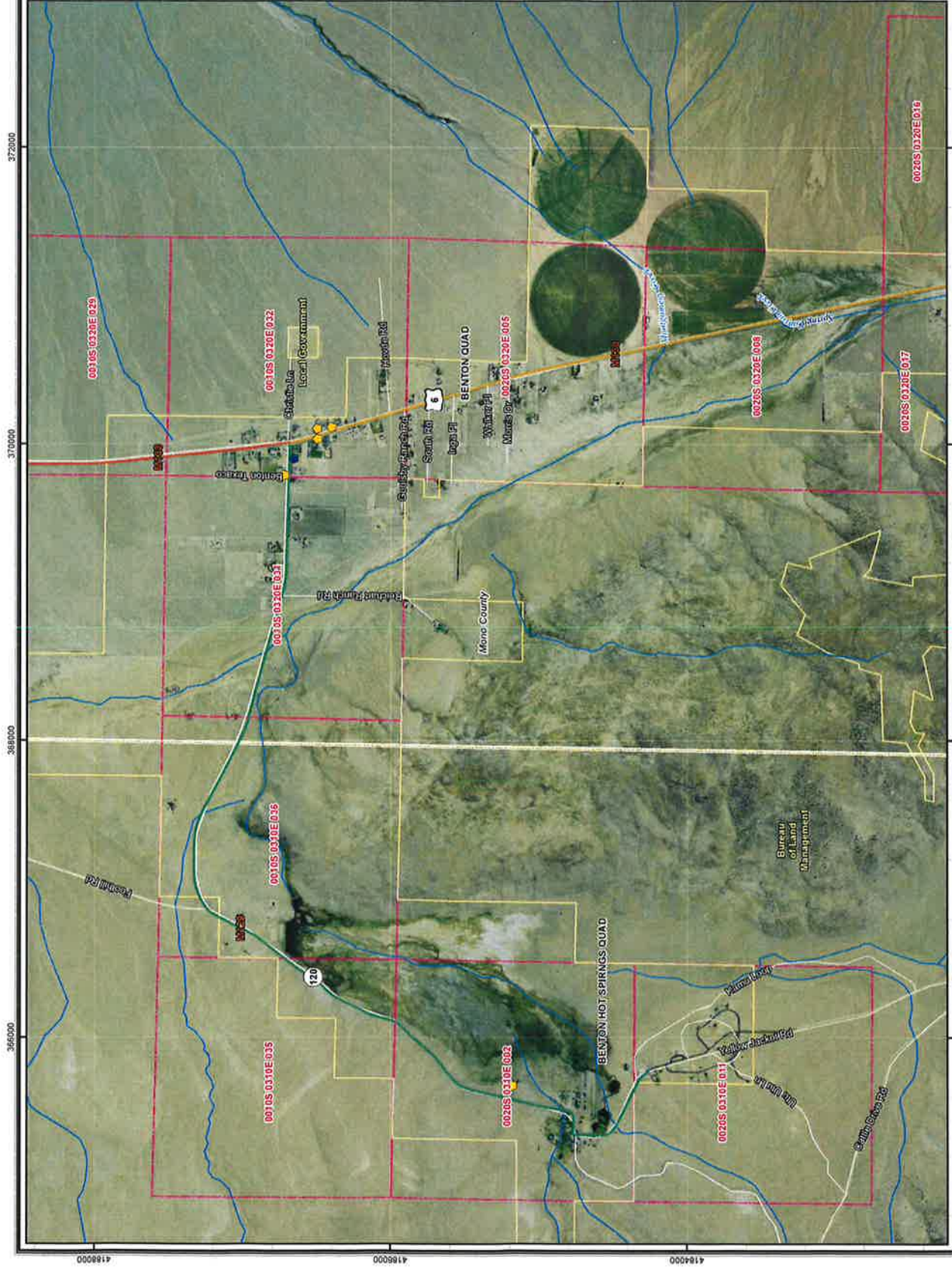
**Legend**  
**Proposed Facility**

- Proposed Facility**
- Cabinet
  - Node Flag
  - PCI
  - Splice
  - Tower
  - Spigot Area
  - Existing Facility
  - Anchor
  - PCI
- Distribution Line**
- West/Southbound Side
  - East/Norbound Side
  - Non-Specific
- Land Agency**
- DOI Land
  - National Park Service
  - BLM Land
  - USFS Land
  - Bureau of Indian Affairs
  - State Land
  - Local Government
- Mohave Ground Squirrel Critical Habitat**
- Desert Tortoise Critical Habitat
- Known Populations:**
- Identified Core Areas
  - Other Known Populations
- Mohave Ground Squirrel Records**
- Incidental Observations**
- Present
- Regional Surveys**
- Not Detected, Regional Surveys
  - Present, Regional Surveys
- Protocol Grids:**
- Not Detected, Protocol Grids
  - Present, Protocol Grids
- Waterways**
- USGS 7.5' Quad
  - PLSS Index
- City Limit**



20260

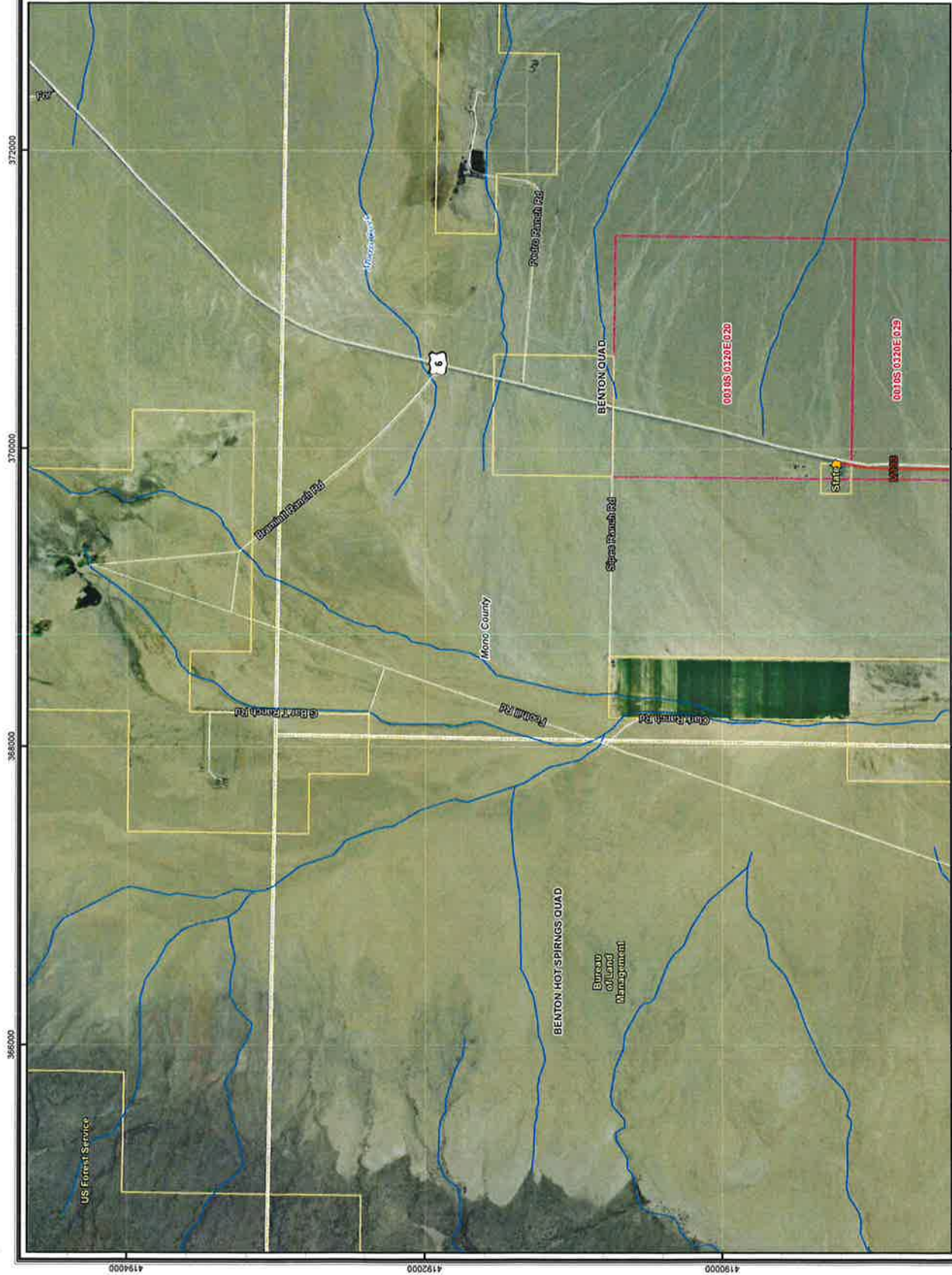
07-07-11

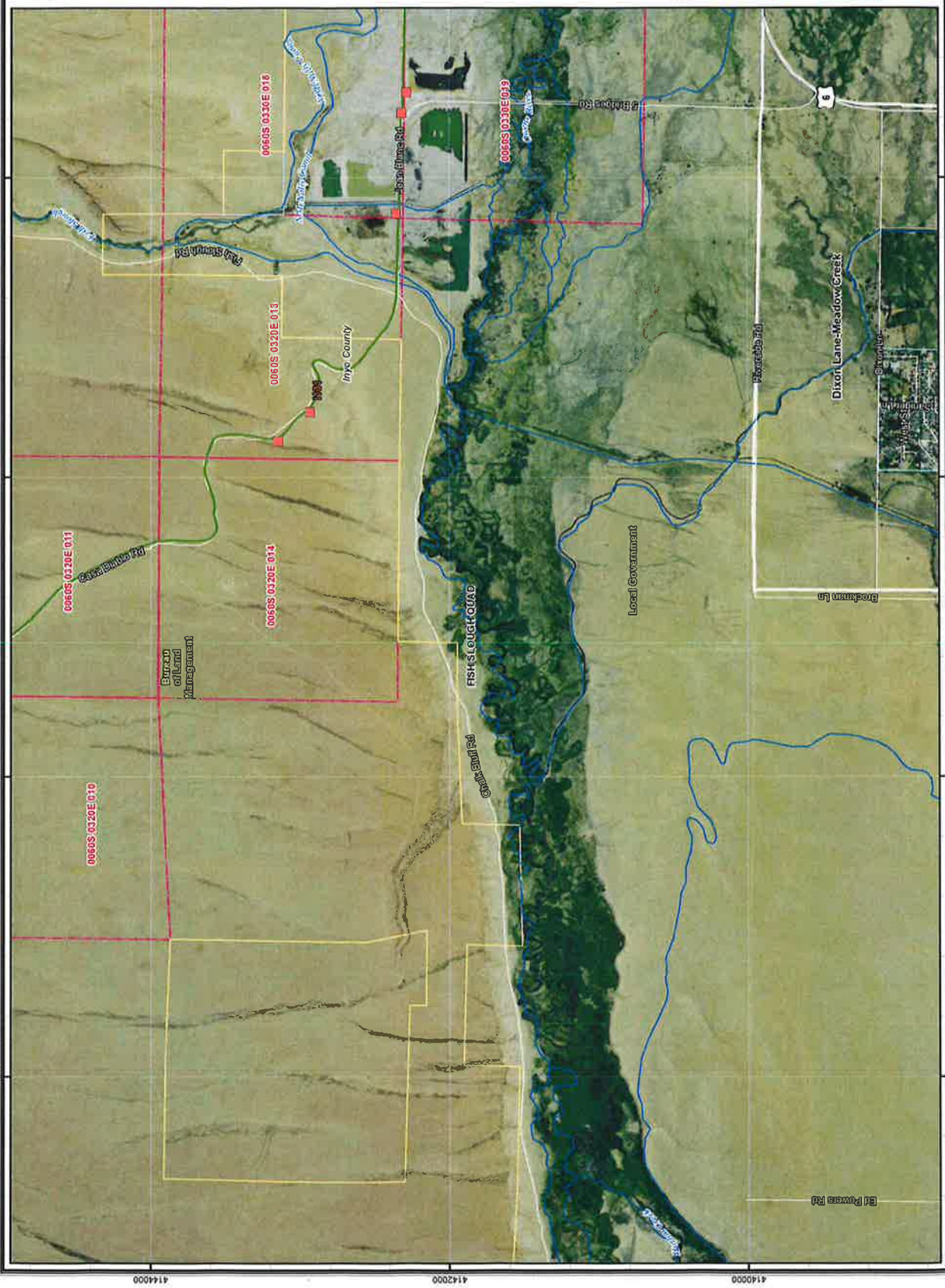


# CBC Digital 395 R07-Bishop to Benton-069

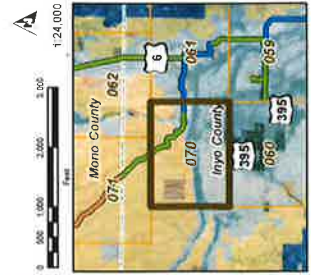
## Legend

- Proposed Facility
  - Cabinet
  - Node Blog
  - POI
  - Salix
  - Tower
  - Staging Area
  - Existing Facility
  - Anchor
  - POI
- Distribution Line
  - West/Southbound Side
  - East/Northbound Side
  - Non-Specific
- Land Agency
  - DDO Land
  - National Park Service
  - BLM Land
  - USFS Land
  - Bureau of Indian Affairs
  - State Land
  - Local Government
  - Desert Forbear Critical Habitat
  - Mohave Ground Squirrel
- Known Populations:
  - Identified Core Areas
  - Other Known Populations
  - Mohave Ground Squirrel Records
  - Incidental Observations
- Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
  - Mainways
    - USGS 7.5 Quad
    - PLSS Index
    - City Limit

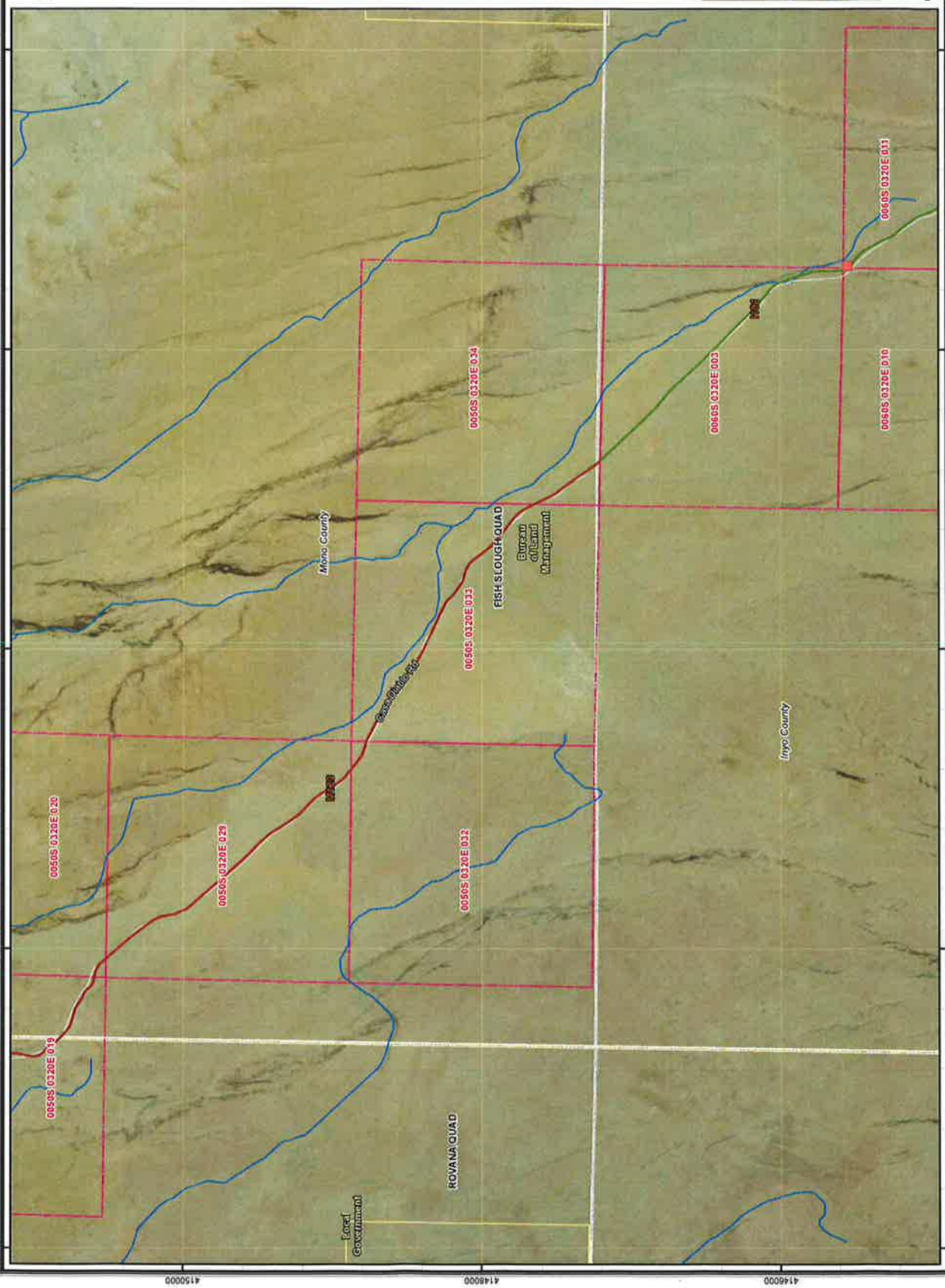




- Legend**
- Proposed Facility
    - Cabinet
    - Node Bldg
    - POI
    - Splice
    - Tower
  - Staging Area
  - Existing Facility
  - Anchor
  - POI
  - Distribution Line
  - West/Southbound Side
  - East/Southbound Side
  - Non-Specific
  - Land Agency
    - DOD Land
    - National Park Service
    - BLM Land
    - USFS Land
    - Bureau of Indian Affairs
    - State Land
    - Local Government
  - Desert Toads Critical Habitat
  - Mohave Ground Squirrel
    - Known Populations:
    - Identified Core Areas
    - Other Known Populations
  - Mohave Ground Squirrel Records
    - Incidental Observations
    - Present
  - Regional Surveys
    - Not Detected, Regional Surveys
    - Present, Regional Surveys
  - Protocol Grids
    - Not Detected, Protocol Grids
    - Present, Protocol Grids
  - Water ways
  - USGS 7.5 Quad
  - PLSS Index
  - City Limit



364000 366000 368000 370000 372000 374000



# CBC Digital 395

## R06-Bishop to Mammoth Lakes-071

### Legend

- Proposed Facility
  - Cablest
  - Noise Blog
  - POI
  - Splice
  - Tower
  - Staging Area
- Existing Facility
  - Anchor
  - POI
- Distribution Line
  - West/Southbound Side
  - East/Northbound Side
  - Non-Specific
- Land Agency
  - National Park Service
  - BLM Land
  - USFS Land
  - Bureau of Indian Affairs
  - State Land
  - Local Government
- Desert Tortoise Critical Habitat
- Mohave Ground Squirrel
- Known Populations
  - Identified Core Areas
  - Other Known Populations
- Mohave Ground Squirrel Records
- Incidental Observations
  - Present
- Regional Surveys
  - Not Detected, Regional Surveys
  - Present, Regional Surveys
- Protocol Grids
  - Not Detected, Protocol Grids
  - Present, Protocol Grids
- Waterways
- USGS 7.5 Quad
- PLSS Index
- City Limit



372000 370000 368000 366000 364000 4152000 4154000 4156000

### R08-Bishop to Mammoth Lakes-072

### CBC Digital 395

**Legend**

**Proposed Facility**

- Cabinet
- Note Bag
- POI
- Spoke
- Tower
- Staging Area
- Existing Facility
- Anchor

**Distribution Line**

- West/Southbound Side
- East/Northbound Side
- Non-Specific

**Land Agency**

- DOI Land
- National Park Service
- BLM Land
- USFS Land
- Bureau of Indian Affairs
- State Land
- Local Government

**Desert Tortoise Critical Habitat**

**Mohave Ground Squirrel**

**Known Populations:**

- Identified Core Areas
- Other Known Populations

**Mohave Ground Squirrel Records**

**Incidental Observations**

- Present

**Regional Surveys**

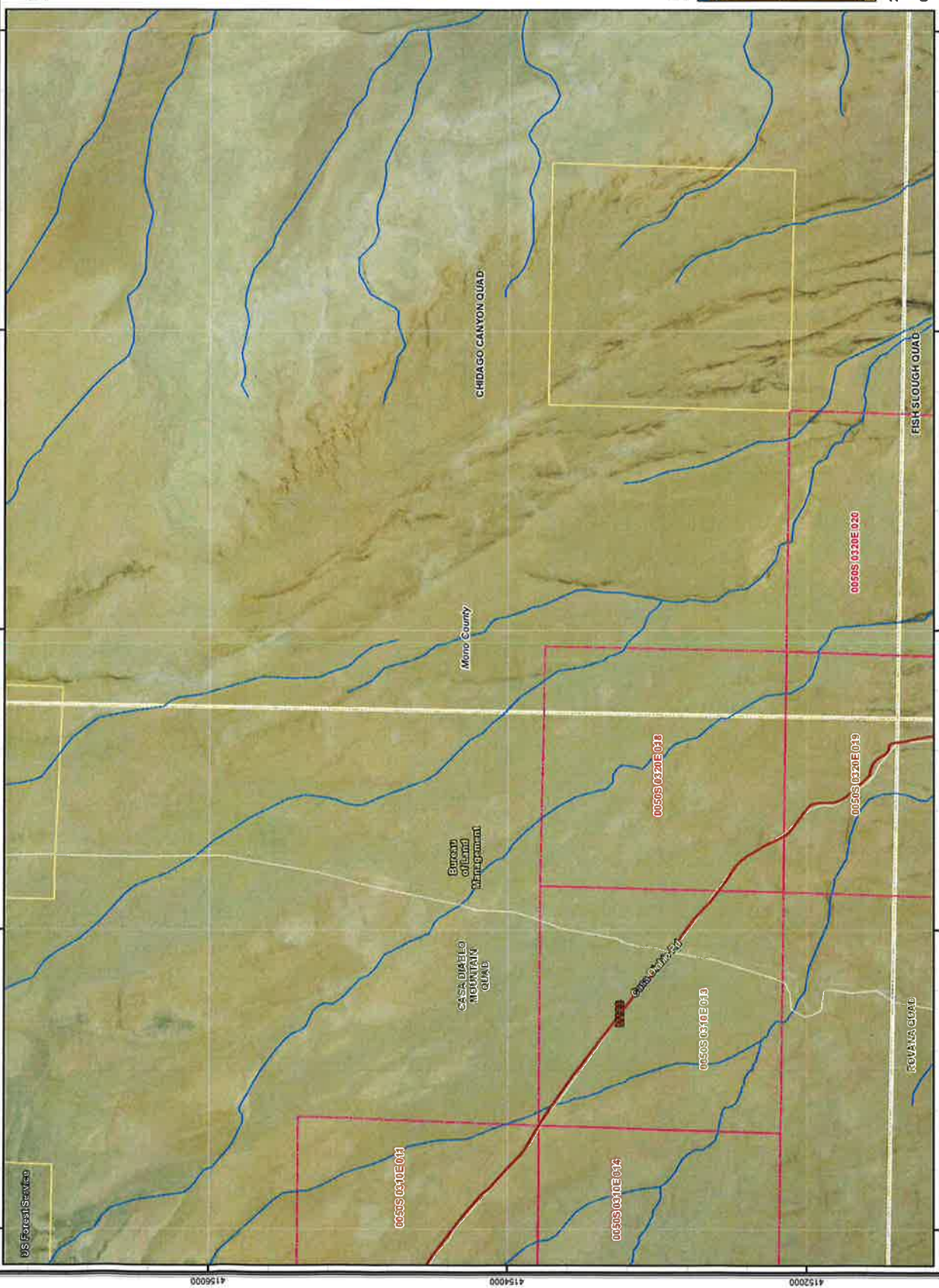
- Not Detected, Regional Surveys
- Present, Regional Surveys

**Probed Grids**

- Not Detected, Probed Grids
- Present, Probed Grids

**Walkways**

- USGS 7.5 Quad
- PLSS Index
- City Limit





# 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 3, 2024

Reference ID:  
2024-895

### Recognition - Treasurer-Tax Collector Alisha McMurtrie Board of Supervisors NO ACTION REQUIRED

#### ITEM SUBMITTED BY

Nate Greenberg, County Administrative Officer

#### ITEM PRESENTED BY

Nate Greenberg, County Administrative Officer

#### RECOMMENDED ACTION:

Recognize Treasurer-Tax Collector Alisha McMurtrie for her years of service with Inyo County.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

Alisha McMurtrie has served Inyo County for more than 25 years, including almost 18 years as the Treasurer-Tax Collector. She is retiring from the County at the end of the calendar year, and the Board and various staff would like to take this opportunity to recognize her.

#### FISCAL IMPACT:

There is no fiscal impact associated with this item.

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Not Applicable.

#### OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

None.

#### STRATEGIC PLAN ALIGNMENT:

High Quality Services | Quality County Employees

#### APPROVALS:

Nate Greenberg

Darcy Ellis

Keri Oney

Nate Greenberg

Created/Initiated - 11/26/2024

Approved - 11/26/2024

Approved - 11/26/2024

Final Approval - 11/26/2024

#### ATTACHMENTS:



# 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 3, 2024

Reference ID:  
2024-859

### Presentation - Risk Management's Annual Most Improved in Safety Award

#### County Administrator - Risk Management

NO ACTION REQUIRED

#### ITEM SUBMITTED BY

Aaron Holmberg, Risk Manager

#### ITEM PRESENTED BY

Aaron Holmberg, Risk Manager

#### RECOMMENDED ACTION:

Witness the presentation of Risk Management's Annual Award for "Most Improved in Safety."

#### BACKGROUND / SUMMARY / JUSTIFICATION:

Continuous improvement is the hallmark of a successful safety and risk control program. The annual Risk Management award strives to acknowledge continuous improvement in employee and facility safety, and to encourage such improvements throughout all County locations. The award is given at the discretion of Risk Management following the annual comprehensive safety audit. Risk Management wishes to thank all employees for their input and cooperation during inspections from July through November 2024.

The following is the history of annual award winners by safety audit year:

- 2020: HHS Aging and Social Services for improvements at Statham Hall.
- 2021: Eastern California Museum for improvements throughout the interior of the museum.
- 2022: Sheriff's Office - Animal Control for improvements in and around the shelter, and Public Works - Road for improvements at the Bishop Road Shop.
- 2023: HHS Social Services for improvements at Bishop Wellness Center, Agriculture Commissioner for improvements at the George Millovich Agricultural Maintenance Facility, and Public Works - Road for improvements at the Shoshone Road Shop.
- 2024: Public Works - Parks & Recreation for improvements throughout the parks and campgrounds.

#### FISCAL IMPACT:

Safety and risk control improvements can be charted over time as quantifiably valuable in a number of ways. This presentation does not address the financial benefit of the improvements observed by Risk Management during the annual safety audit. Such a presentation could be made if requested. This presentation is for recognition of our employees' hard work on improvements and of their dedication to safety in the workplace.

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

#### OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

None.

#### STRATEGIC PLAN ALIGNMENT:

**Thriving Communities** | Quality Parks and Recreation Amenities

**High Quality Services** | Quality County Employees

**High Quality Services** | Improved County Facilities

#### APPROVALS:

Aaron Holmberg	Created/Initiated - 11/1/2024
Darcy Ellis	Approved - 11/1/2024
Aaron Holmberg	Approved - 11/1/2024
John Vallejo	Approved - 11/4/2024
Nate Greenberg	Final Approval - 11/20/2024

#### ATTACHMENTS:

1. 2024 Annual Most Improved Award





# 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 3, 2024

Reference ID:  
2024-898

### Approval of Minutes of November 12 Board of Supervisors Meeting

Clerk of the Board

ACTION REQUIRED

#### ITEM SUBMITTED BY

Clerk of the Board

#### ITEM PRESENTED BY

Assistant Clerk of the Board

#### RECOMMENDED ACTION:

Approve the minutes from the regular Board of Supervisors meetings of November 12, 2024.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

The Board is required to keep minutes of its proceedings. Once the Board has approved the minutes as requested, the minutes will be made available to the public via the County's webpage, [www.inyocounty.us](http://www.inyocounty.us).

#### FISCAL IMPACT:

There is no financial impact associated with this agenda item.

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Your Board may request changes or edits, or decline to approve but the latter option is not recommended.

#### OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

None.

#### STRATEGIC PLAN ALIGNMENT:

Not Applicable

#### APPROVALS:

Hayley Carter  
Darcy Ellis

Created/Initiated - 11/25/2024  
Final Approval - 11/25/2024

**ATTACHMENTS:**

1. Draft November 12, 2024 Minutes

# MINUTES



## County of Inyo Board of Supervisors

### November 12, 2024

The Board of Supervisors of the County of Inyo, State of California, met in regular session at the hour of 8:32 a.m., on November 12, 2024, in the Board of Supervisors Room, County Administrative Center, Independence, with the following Supervisors present: Chairperson Matt Kingsley, presiding, Scott Marcellin, Jeff Griffiths, Jennifer Roeser and Trina Orrill. Also present: County Administrator Nate Greenberg, Assistant County Counsel John-Carl Vallejo, and Assistant Clerk of the Board Darcy Ellis.

#### *Closed Session Public Comment*

The Chairperson asked for public comment related to closed session items and there was no one wishing to speak.

#### *Closed Session*

Chairperson Kingsley recessed open session at 8:33 a.m. to convene in closed session with all Board members present to discuss the following item(s): No. 2 **Conference with County's Labor Negotiators – Pursuant to Government Code §54957.6** – Regarding employee organizations: Deputy Sheriff's Association (DSA); Inyo County Correctional Officers Association (ICCOA); Inyo County Employees Association (ICEA); Inyo County Probation Peace Officers Association (ICPPOA); IHSS Workers; Law Enforcement Administrators' Association (LEAA). Unrepresented employees: all. County designated representatives – Administrative Officer Nate Greenberg, Deputy Personnel Director Keri Oney, County Counsel John-Carl Vallejo, Assistant County Counsel Christy Milovich, Assistant County Counsel Grace Weitz, Auditor-Controller Amy Shepherd, and Assistant CAO Denelle Carrington; No. 3 **Public Employee Performance Evaluation – Pursuant to Government Code §54957** – Title: County Counsel; and No. 3A **Conference with Legal Counsel - Anticipated Litigation** – Significant exposure to potential litigation pursuant to (2) of subdivision (d) of Government Code §54956.9: one potential case. Facts and Circumstances: Challenges to solar project approval.

#### *Open Session*

Chairperson Kingsley recessed closed session and reconvened the meeting in open session at 10:04 a.m. with all Board members present.

#### *Pledge of Allegiance*

Supervisor Marcellin led the Pledge of Allegiance.

#### *Report on Closed Session*

County Counsel Vallejo reported that the Board met under Item Nos. 2 and 3A and said that with regard to No. 3A, the Board authorized the County to defend litigation regarding challenges to solar project approval. Vallejo reported that the Board would meet later in the meeting for item No. 3.

#### *Introductions*

The following new employees were introduced to Board:

- Clerk-Recorder: Katie Sutton, Office Technician;
- Health & Human Services: Cory Mann, Addictions Counselor; and
- Information Services: Amanda Lane, Office Technician III.

#### *Public Comment*

The Chairperson asked for public comment related to items not calendared on the agenda and public comment was received from Lauralyn Hundley, Oscar Maciel, Alicia McMurtrie, Trevor Warner, Ted Rasoumoff, and Mark Robinson.

Assistant Clerk of the Board/Public Relations Liaison Darcy Ellis informed the Board that correspondence had been received from Lynn Boulton regarding agenda item 24 (direction to the County's Standing Committee reps in advance of the November 14 meeting). She said the letter was distributed to Board members and, due to its length, would not be read aloud but will become part of the record. She then read aloud a written comment from Cindy Freeman.

<i>Clerk of the Board – Approval of Minutes</i>	Moved by Supervisor Roeser and seconded by Supervisor Marcellin to approve the minutes from the regular Board of Supervisors meetings of November 5. Motion carried unanimously.
<i>Board of Supervisors – Letter to BLM</i>	Moved by Supervisor Roeser and seconded by Supervisor Marcellin to approve and authorize the Chairperson to sign a letter urging the Bureau of Land Management to develop a comprehensive management plan for the Amargosa Wild and Scenic River. Motion carried unanimously.
<i>HHS – FY 20-22 CA Dept. of Aging Audit Findings &amp; Payback</i>	Moved by Supervisor Roeser and seconded by Supervisor Marcellin to authorize payment to California Department of Aging for prior-year audit findings in the amount of \$74,109. Motion carried unanimously.
<i>HHS – FY 17-18 CDPH Disaster Preparedness Audit Findings &amp; Payback</i>	Moved by Supervisor Roeser and seconded by Supervisor Marcellin to authorize payment to California Department of Public Health for prior-year audit findings in the amount of \$15,546. Motion carried unanimously.
<i>Public Works – Sierra Forever MOU</i>	Moved by Supervisor Roeser and seconded by Supervisor Marcellin to approve the Memorandum of Understanding between the County of Inyo and Sierra Forever of Bishop, CA for the provision of volunteer services such as trash clean-ups, picnic table maintenance, etc. for a period of time to be determined by Sierra Forever and authorize the Chairperson to sign. Motion carried unanimously.
<i>Public Works – Friends of the Inyo MOU</i>	Moved by Supervisor Roeser and seconded by Supervisor Marcellin to approve the Memorandum of Understanding between the County of Inyo and Friends of the Inyo of Bishop, CA for the provision of volunteer services such as trash clean-ups, picnic table maintenance, etc. for a period of time to be determined by Friends of the Inyo and authorize the Chairperson to sign. Motion carried unanimously.
<i>Public Works – North Lake Road Closure</i>	Moved by Supervisor Roeser and seconded by Supervisor Marcellin to approve the temporary closure of North Lake Road just west of State Route 168 to allow Southern California Edison to replace a deteriorated power pole on November 14, 2024. Motion carried unanimously.
<i>Sheriff – K9 Police Vehicle Purchase</i>	Moved by Supervisor Roeser and seconded by Supervisor Marcellin to, pursuant to Inyo County Code Section 6.26.020, accept a K9 police vehicle from the Murrieta Police Department on behalf of the County for \$1 (one dollar). Motion carried unanimously.
<i>Public Works-Road – Walker Creek Bridge Project Highway Easement Deed Acquisition</i>	<p>The agenda item was moved from the Consent Agenda to the Regular Agenda for further discussion. Public Works Director Mike Errante noted revisions made to original documents concerning the purchase price of the highway easement deed.</p> <p>Moved by Supervisor Orrill and seconded by Supervisor Roeser to:</p> <ul style="list-style-type: none"> <li>A) Approve the purchase agreement between the County of Inyo and Rafael M. Padilla and Maria G. Padilla for the purchase of a highway easement deed in an amount not to exceed \$2,000 plus escrow fees and closing costs, and authorize the Deputy Director of Public Works - Airports to sign; and</li> <li>B) Approve Resolution No. 2024-37, titled, "A Resolution of the Board of Supervisors of the County of Inyo Accepting a Highway Easement Deed Across APN 033-400-10 for the Realignment of a Portion of Walker Creek Road," and authorize the Chairperson to sign.</li> </ul> <p>Motion carried unanimously.</p>
<i>HHS-Behavioral Health – CARE Act Presentation</i>	Health & Human Services Director Anna Scott provided the Board with a presentation and answered questions about the Community Assistance, Recovery, and Empowerment (CARE) Act.

***Treasurer-Tax  
Collector –  
Proposed Ordinance  
Repealing Subsection  
16.32.330(D)***

Moved by Supervisor Griffiths and seconded by Supervisor Roeser to waive the first reading of a proposed ordinance titled, "An Ordinance of the Inyo County Board of Supervisors Repealing Subsection 16.32.330(D) of the Inyo County Code Pertaining to Taxes and Assessments for Subdivisions," and set enactment for December 3, 2024, in the Board of Supervisors Room, County Administrative Center, Independence. Motion carried unanimously.

***County Counsel –  
Proposed Ordinance  
Amending Inyo County  
Code Sections  
2.04.010 and 2.04.020***

Moved by Supervisor Roeser and seconded by Supervisor Orrill to waive further reading of the proposed ordinance titled, "An Ordinance of the Board of Supervisors, County of Inyo, State of California, Amending Sections 2.04.010 and 2.04.020 of the Inyo County Code," and schedule enactment for December 3, 2024, in the Board of Supervisors Chambers, County Administrative Center, Independence. Motion carried unanimously.

***CAO –  
VB BTS III, LLC Option  
& License Agreement***

Deputy CAO Meaghan McCamman provided background information on the project and noted changes to the licensing agreement which had been updated to include a 3-year option period, not the 4-year option, which had been previously provided in the published backup.

The Chairperson asked for Board input and Supervisor Roeser asked for consideration of incoming revenues generated, suggesting the allocation of those funds be put toward shelter improvements, as the cell tower build will be adjacent to the property. Supervisor Kingsley suggested revenues could be used for the continued maintenance of cell tower improvements and in any circumstance where County property is utilized for communications improvements. CAO Greenberg suggested further discussion on the matter be brought to the Board as agenda items at a future meeting.

Moved by Supervisor Roeser and seconded by Supervisor Orrill to approve the option and license agreement between the County of Inyo and VB BTS III, LLC, a Delaware limited liability company, for a portion of real property located at 1001 County Road in Big Pine, CA, for a three-year option period, followed by a 10-year license, with option to renew up to six additional five-year terms (for a total potential license term of up to 40 years), and authorize the County Administrator to sign and execute any additional paperwork. Motion carried unanimously.

***HHS-Fiscal –  
County Medical  
Services Program  
Grant Budget  
Amendment***

Moved by Supervisor Orrill and seconded by Supervisor Griffiths to:

- A) Amend the Fiscal Year 2024-25 Health Budget (045100) as follows: increase estimated revenue in Operating Transfer In (4998) by \$54,986 and increase appropriation in Other Agency Contributions (5539) by \$54,986; and Amend the Fiscal Year 2024-25 HHS Suspense Trust (505104) as follows: increase appropriation in Operating Transfer Out (5801) by \$54,986; and
- B) Approve payment of the invoice from County Medical Services Program Grant, in an amount not to exceed \$54,985.86.

Motion carried unanimously.

***Public Works –  
Walker Creek Road  
Bridge Budget  
Amendment***

Moved by Supervisor Marcellin and seconded by Supervisor Orrill to:

- A) Amend the Fiscal Year 2024-2025 State Funded Road Budget 034601 as follows: increase estimated revenue in Federal Funds Revenue Code 4552 by \$700,000 and increase appropriation in Walker Creek Object Code 5736 by \$700,000;
- B) Approve the construction contract between the County of Inyo and Steelhead Constructors of Redding, CA in the amount of \$3,354,777, and authorize the Chairperson to sign; and
- C) Authorize the Public Works Director to execute all other project contract documents, including contract change orders, to the extent permitted by Public Contract Code Section 20142 and other applicable laws.

Motion carried unanimously.

***Water Department –  
Inyo County/Los***

Water Director Dr. Holly Alpert provided an overview and requested Board direction in advance of the Inyo County/Los Angeles Standing Committee meeting scheduled for November 14, 2024 in Inyo County.

**Angeles Standing  
Committee Meeting**

Board members directed staff to communicate concern regarding the following topics:

- A) Continued diligence regarding vegetation management and wildfire fuel reduction;
- B) Status of mitigation projects;
- C) Land use and the necessity of additional housing options for Inyo residents; and
- D) Additional information on water banking.

County Counsel Vallejo highlighted and cited specific provisions within the Long-Term Water Agreement regarding groundwater banking facilities and said that there is a right for negotiation included within the parameters of the agreement.

Public comment was received from Sally Manning.

**Public Comment**

Chairperson Kingsley asked for public comment related to items not calendared on the agenda and comment was provided by Clerk-Recorder-Registrar of Voters Danielle Sexton, who gave an update on the recent election and ongoing tally.

**Board Member & Staff  
Reports**

CAO Greenberg said that the remaining class for the California State Association of Counties was held last week and announced that there will be a Leadership Panel meeting tomorrow with guest speakers District Attorney Tom Hardy and 5<sup>th</sup> District Supervisor Matt Kingsley. Greenberg said he will attend a CSAC Conference next week where Supervisor Griffiths will be sworn in as President and wished everyone a Happy Thanksgiving.

Supervisor Griffiths said he attended a C5 fundraiser last weekend for those affected by the Willow Fire.

Supervisor Kingsley said he attended the Death Valley 49ers 75<sup>th</sup> Anniversary Encampment and went to the dedication of Desolation Canyon.

Supervisor Orrill wished everyone in attendance a Happy Thanksgiving and encouraged locals to shop locally this holiday season.

Supervisor Marcellin wished everyone a Happy Thanksgiving and encouraged people to drop off non-perishable items to the Salvation Army.

Supervisor Roeser wished everyone a Happy Thanksgiving.

**Recess/Reconvene**

The Chairperson recessed the meeting to return to closed session at 12:48 p.m. and reconvened the meeting at 1:18 p.m. with all Board members present.

**Report on Closed  
Session**

County Counsel Vallejo reported that the Board met under Item No. 3 and that no action was taken during closed session that is required to be reported.

**Adjournment**

The Chairperson adjourned the meeting at 1:18 p.m. to 8:30 a.m. Tuesday, December 3, 2024, in the County Administrative Center in Independence.

---

Chairperson, Inyo County Board of Supervisors

Attest: **NATE GREENBERG**  
Clerk of the Board

by: \_\_\_\_\_  
*Darcy Ellis, Assistant*

DRAFT



# 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 3, 2024

Reference ID:  
2024-853

### Second Reading of Ordinance Amending Inyo County Code Sections 2.04.010 and 2.04.020 Pertaining to the Regular Board of Supervisors Meeting Schedule

County Administrator

ACTION REQUIRED

#### ITEM SUBMITTED BY

Nate Greenberg, County Administrative Officer

#### ITEM PRESENTED BY

Nate Greenberg, County Administrative Officer

#### RECOMMENDED ACTION:

- A) Approve proposed Ordinance 1312, titled, "An Ordinance of the Board of Supervisors, County of Inyo, State of California, Amending Sections 2.04.010 and 2.04.020 of the Inyo County Code;"
- B) Approve Resolution No. 2024-38, titled, "A Resolution of the Board of Supervisors, County of Inyo, State of California, Establishing the Board of Supervisors Meeting Schedule for the 2025 Calendar Year," and authorize the Chairperson to sign; and
- C) Approve amendment to the Board Governance and Rules of Procedure Section III Rule 3 to conform with Ordinance 1312.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

Over the last year, County Administration has worked with the Board of Supervisors and other County leadership to propose a thoughtful restructure to the annual calendar for Board of Supervisors meetings. The goal of this effort is to provide both Supervisors and staff additional time to produce an effective Board agenda, allow for Board meeting agendas to be published earlier - thereby providing more time for review - and for staff and Supervisors to react to issues which come up during Board meetings.

Currently, County Code Section 2.04.010 "Meetings - Generally" establishes that: "Regular meetings of the board of supervisors of the county are fixed for the first, second, third and fourth Tuesday of each calendar month; provided, however, in calendar months where there is a fifth Tuesday, there shall be no regular meeting of the board of supervisors on the fourth Tuesday of such calendar month." The combination of this section in addition to Code Section 2.04.020 "Meetings - Falling on Holiday," effectively prescribe the cadence and schedule of Board meetings, without any flexibility.

While the seeming intent of the Code is to provide for a regular and recurring schedule for meetings, when this prescriptive approach is matched with the holiday and conference calendar, there are many instances each year when the Board may go three weeks without a meeting. In order to adopt a meeting calendar outside of these parameters, your Board is currently required to take action to cancel prescribed meetings, and schedule Special Meetings, which can be awkward and inefficient.

The draft ordinance associated with this item would amend both code sections so that the Board may set

all future meeting schedules by resolution, rather than ordinance. This action lays the groundwork for allowing the Board to adopt a meeting calendar once the ordinance takes effect.

Accompanying this ordinance is the 2025 Board meeting schedule proposed for adoption in the attached resolution. The Board is welcome to provide any comments or additional direction to staff regarding the proposed calendar or other aspects of this proposed action.

Additionally, in order to conform to the proposed ordinance, staff recommends your Board update the Board Governance and Rules of Procedure by replacing the first paragraph of that rule with the following: "Per Inyo County Code Section 2.04.010, regular meetings of the Board of Supervisors of Inyo County are annually set by Resolution. Any meeting may be cancelled upon the order of the Chair, or by a majority of the members of the Board."

#### **FISCAL IMPACT:**

There is no fiscal impact associated with this item.

#### **ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:**

Your Board could choose not to adopt this ordinance amending these sections of Inyo County Code, the related Resolution, and change to the Board Governance and Rules of Procedure. This is not recommended, as the current Code presents challenges with regard to establishing a thoughtful schedule around Board of Supervisors meetings. Furthermore, these actions will provide greater flexibility for the Board in establishing an annual Board Calendar via a resolution.

#### **OTHER DEPARTMENT OR AGENCY INVOLVEMENT:**

None.

#### **STRATEGIC PLAN ALIGNMENT:**

**High Quality Services** | High-Quality County Government Services

#### **APPROVALS:**

John Vallejo	Created/Initiated - 10/25/2024
Darcy Ellis	Approved - 11/19/2024
Nate Greenberg	Approved - 11/25/2024
John Vallejo	Approved - 11/25/2024
Amy Shepherd	Final Approval - 11/26/2024

#### **ATTACHMENTS:**

1. Meeting Schedule Ordinance 1312
2. Meeting Schedule Resolution No. 2024-38

**ORDINANCE 2024-1312**

**AN ORDINANCE OF THE BOARD OF SUPERVISORS, COUNTY OF INYO, STATE  
OF CALIFORNIA AMENDING SECTIONS 2.04.010 AND 2.04.020  
OF THE INYO COUNTY CODE**

**WHEREAS**, in order to provide for more efficient and effective County operations, the Board of Supervisors determined that more flexibility for its regular meeting schedule is warranted.

**NOW, THEREFORE, THE BOARD OF SUPERVISORS OF THE COUNTY OF INYO  
ORDAINS AS FOLLOWS:**

**SECTION ONE:**

**A.** Inyo County Code Section 2.04.010 shall be replaced in its entirety as follows:

**“2.04.010 – Meetings Generally.**

Regular meetings of the Board of Supervisors of the county shall be annually set by Resolution. The time for regular meetings to commence shall be set by the clerk of the board of supervisors between eight a.m. and ten a.m. depending upon the needs of the members of the board of supervisors and the items to be heard on their agenda. Regular meetings shall be conducted in the board of supervisors' chambers in the county administrative center in the town of Independence unless otherwise indicated on the annual Resolution setting the regular meeting schedule.”

**B.** Inyo County Code Section 2.04.020 shall be replaced in its entirety as follows:

**“2.04.020 Reserved.”**

**SECTION TWO: EFFECTIVE DATE**

This Ordinance shall take effect and be in full force and effect thirty (30) days after its adoption. Before the expiration of fifteen (15) days from the adoption hereof, this Ordinance shall be published as required by Government Code Section 25124. The Clerk of the Board is hereby instructed and ordered to so publish this Ordinance together with the names of the Board members voting for and against same.

PASSED AND ADOPTED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_ 2023.

AYES:

NOES:

ABSTAIN:

ABSENT:

---

Chairperson Jennifer Roeser,  
Inyo County Board of Supervisors

ATTEST: NATE GREENBERG  
Clerk of the Board

By: \_\_\_\_\_  
Assistant Clerk of the Board

**RESOLUTION NO. 2024-38**

**A RESOLUTION OF THE BOARD OF SUPERVISORS, COUNTY OF INYO, STATE OF CALIFORNIA, ESTABLISHING THE BOARD OF SUPERVISORS MEETING SCHEDULE FOR THE 2025 CALENDAR YEAR**

**WHEREAS**, pursuant to 25081 the Inyo County Board of Supervisors adopted Ordinance 1312, providing for the regular meeting schedule to be adopted via ordinance;

**WHEREAS**, by this Resolution the Inyo County Board of Supervisors intends to establish its regular meeting schedule for the 2025 calendar year.

**NOW, THEREFORE, BE IT RESOLVED** that the Inyo County Board of Supervisors adopts the 2025 meeting schedule as set forth on attachment A to this Resolution, and that this Resolution shall become effective upon the effective date of Ordinance 1312.

**PASSED AND ADOPTED** on this \_\_\_\_ day of \_\_\_\_\_ 2024, by the Inyo County Board of Supervisors, County of Inyo, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

---

Matt Kingsley, Chairperson  
Inyo County Board of Supervisors

ATTEST:

NATE GREENBERG  
Clerk of the Board

By: \_\_\_\_\_  
Darcy Ellis, Assistant

## ATTACHMENT A: 2025 Board Meeting Calendar

Meeting	Cutoff to Get on Agenda (5 p.m.)	Completion Deadline (5 p.m.)	Agenda Publication
January 7, 2025	12/23/24	12/26/24	12/30/24*
January 14, 2025 – Special Meeting (TTC Interviews)	N/A	01/06/25	01/09/25
January 15 – Special Meeting (DA Interviews)	N/A	01/06/25	01/09/25
January 21, 2025	DARK		
January 28, 2025	01/13/25	01/16/25	01/21/25
February 4, 2025	DARK		
February 11, 2025	01/27/25	01/23/25	01/28/25
February 18, 2025	DARK		
February 25, 2025 (Mid-Year Budget)	02/10/25	02/13/25	02/18/25
March 4, 2025	DARK (NACo Legislative Conference March 1-4, 2025 – Washington, D.C.)		
March 11, 2025	02/21/25	02/27/25	03/04/25
March 18, 2025	DARK		
March 25, 2025	03/10/25	03/13/25	03/18/25
April 1, 2025	DARK		
April 8, 2025 Southeast Inyo Meeting	03/24/25	03/27/25	04/01/25
April 15, 2025	03/31/25	04/07/25	04/10/25
April 22, 2025	DARK (5-Tuesday Month/CSAC Legislative Conference April 23-25 – Sacramento)		
April 29, 2025	04/14/25	04/17/25	04/22/25
May 6, 2025	DARK		
May 13, 2025 (3 <sup>rd</sup> Quarter Financial Review)	04/28/25	05/01/25	05/06/25
May 20, 2025	DARK		
May 27, 2025	05/12/25	05/15/25	05/20/25
June 3, 2025	DARK		
June 10, 2025 (Prelim. FY 25-26 Budget)	05/25/25	05/29/25	06/03/25
June 17, 2025	DARK		
June 24, 2025	06/09/25	06/12/25	06/17/25
July 1, 2025	DARK		
July 8, 2025	06/23/25	06/26/25	07/01/25
July 15, 2025	DARK (NACo Annual Conference July 11-14, 2025 – Philadelphia)		
July 22, 2025	07/07/25	07/10/25	07/15/25
July 29, 2025	DARK		
August 5, 2025	07/21/25	07/24/25	07/29/25
August 6, 2025 – Budget Workshop	N/A	07/24/25	07/29/25
August 12, 2025	DARK		
August 19, 2025	08/04/25	08/07/25	08/12/25
August 26, 2025	DARK		
September 2, 2025	08/18/25	08/21/25	08/26/25
September 9, 2025 – Budget Hearings	08/25/25	09/01/25	09/04/25
September 16, 2025	DARK (RCRC Annual Conference September 17-19, 2025 – Placer County)		
September 23, 2025 – Budget Approvals	09/08/25	09/11/25	09/16/25
September 30, 2025	DARK		
October 7, 2025	09/22/25	09/25/25	09/30/25
October 14, 2025	DARK		
October 21, 2025 Southeast Inyo Meeting	10/06/25	10/09/25	10/14/25
October 28, 2025	DARK		
November 4, 2025	10/20/25	10/23/25	10/28/25
November 11, 2025	VETERAN'S DAY HOLIDAY		
November 18, 2025	11/03/25	11/06/25	11/12/25
November 25, 2025	DARK		
December 2, 2025	DARK (CSAC Annual Meeting December 1-5, 2025 – Santa Clara County)		
December 9, 2025	11/24/25	11/26/25	12/02/25
December 16, 2025	12/01/25	12/08/25	12/11/25
December 23, 2025	DARK (Holiday/5-Tuesday Month)		
December 30, 2025	DARK (Holiday/5-Tuesday Month)		
January 6, 2026	12/22/25	12/26/25	12/30/26
January 13, 2026	DARK		

January 20, 2026	01/04/26	01/08/26	01/13/26
January 27, 2026	DARK		

*\*Earlier deadline due to holiday*



# 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 3, 2024

Reference ID:  
2024-858

### License Agreement Between PAWS and the County of Inyo for the Nonexclusive Use of a Portion of the Independence Legion Hall

County Administrator

ACTION REQUIRED

#### ITEM SUBMITTED BY

Meaghan McCamman, Assistant County Administrator

#### ITEM PRESENTED BY

Meaghan McCamman, Assistant County Administrator

#### RECOMMENDED ACTION:

Approve the license agreement between the County of Inyo and PAWS of Independence, CA, for the real property described as Independence Legion Hall, in an amount not to exceed \$25 per year for the period of December 3, 2024 through June 30, 2029, and authorize the Chairperson to sign.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

On June 6, 2024, the County received a letter from Jim Connaughton, Commander of the American Legion Post in Independence, informing the County that the Legion is no longer interested in maintaining the meeting room located in the Legion Hall. The Legion granted the County the hall decades ago, with the understanding that the Legion could still use the meeting room for Legion activities. As the Post has shrunk over the years, the Legion is no longer in need of the room.

The room has been used to store flags that are used in Independence during events and holidays. Over the past few years, a local nonprofit group, PAWS, has been installing and removing flags in lieu of Legion members. The letter requests that the County allow PAWS to continue to use the room for storing the flags, meetings, and storing Christmas presents for Christmas Eve at the Courthouse event and supplies for other community events.

#### FISCAL IMPACT:

Funding Source	Not Applicable	Budget Unit	N/A
Budgeted?	Not Applicable	Object Code	N/A
Recurrence	Not Applicable	Sole Source?	Not Applicable

If Sole Source, provide justification below

#### Current Fiscal Year Impact

This funding will be budgeted in the Maintenance - Building and Grounds Budget (011100) under the Independence Legion Hall Rent object code (4318).

**Future Fiscal Year Impacts**

Additional revenue to be received in future fiscal years.

**Additional Information**

**ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:**

The Board could decide not to license PAWS to use the back room of Legion Hall. This is not recommended, as PAWS was identified by the Commander of the American Legion as the group committed to the installation and removal of the flags stored in that room, as well as in need of the space for other community events and meetings.

**OTHER DEPARTMENT OR AGENCY INVOLVEMENT:**

None.

**STRATEGIC PLAN ALIGNMENT:**

**Thriving Communities** | Highest and Best use of Property

**APPROVALS:**

Meaghan McCamman	Created/Initiated - 11/1/2024
Darcy Ellis	Approved - 11/1/2024
Denelle Carrington	Approved - 11/7/2024
Grace Chuchla	Approved - 11/7/2024
Meaghan McCamman	Approved - 11/21/2024
John Vallejo	Approved - 11/21/2024
Amy Shepherd	Approved - 11/25/2024
Nate Greenberg	Final Approval - 11/26/2024

**ATTACHMENTS:**

1. American Legion Letter
2. Final Agreement PAWS/Legion Hall

June 6, 2024

Matt Kingsley, Supervisor  
168 N Edwards Street  
Independence, CA 93526

Dear Supervisor Kingsley,

As the Commander of the American Legion post here in Independence, I would like to inform the County of Inyo that we are no longer interested in maintaining the meeting room located in the Legion Hall in Independence. The Legion granted the county the hall decades ago, with the understanding that we could still use the room in the back of the building for our activities. Our post has shrunk over the years, and due to this we are not using the meeting room.

The room has been used to store the flags that line the highway during events and holidays. Over the past few years, a local nonprofit group, PAWS, has been installing and removing flags in lieu of Legion members. I hope that the county would consider allowing the flags to be stored there and allowing PAWS to use the room for this reason, and for other needs such as storage and occasional meetings. I know that the group could use the space for the flags but also storing Christmas presents for Christmas Eve at the Courthouse event and other community events that they help make happen.

Thank you for your consideration of this matter,



Jim Connaughton  
PO Box 501  
Independence, CA 93526

**LICENSE AGREEMENT BETWEEN PAWS  
AND THE COUNTY OF INYO FOR THE NONEXCLUSIVE USE OF  
A PORTION OF THE INDEPENDENCE LEGION HALL**

This License Agreement is made and entered into by and between PAWS, a 509(a)(2) Charitable Organization, (“Licensee”) and the County of Inyo, a political subdivision of the State of California (“County”) pursuant to the following terms and conditions:

**SECTION ONE. ADMINISTRATION.**

This Agreement shall be administered on behalf of the County by the Department of Public Works, and on behalf of Licensee by Nathan Reade.

**SECTION TWO. PREMISES.**

The County hereby grants to Licensee a nonexclusive license to utilize the back room of the Independence Legion Hall, which is more particularly described as “the room at the west side of the Hall, adjacent to the kitchen area, including the closet and attached bathroom” (“the Premises”). The area covered by this Agreement is depicted on the map that is attached hereto as Exhibit A.

**SECTION THREE. TERM.**

The term of the License shall be from November 26, 2024 to June 30, 2029.

**SECTION FOUR. HOLDING OVER.**

If Licensee remains in possession of the Premises with the consent of County, either expressed or implied, after the expiration of the License term, Licensee’s tenancy shall be deemed to be a tenancy from month to month at the same rental rate applicable for the final month of the License term and otherwise shall be upon the same terms and conditions as are set forth in the License, provided that such tenancy shall be terminable and may be terminated upon at least thirty (30) days prior written notice of such termination served by either Licensee or County on the other party in the manner prescribed by law.

**SECTION FIVE. PAYMENTS.**

Licensee will pay to County an annual License payment of \$25. Licensee agrees to remit payment on or before March 1 of each calendar year for the entire year. If payment is not received more than thirty (30) days after the date upon which it is due, the County reserves the right to terminate this agreement.

**SECTION SIX. USE OF PREMISES.**

The premises are to be used only for storage of items owned by PAWS or used in PAWS-sponsored events and meetings between individuals who are members of PAWS. Licensee agrees to restrict its use to such purposes, and not to use or permit the use of the premises for any other purpose without first obtaining a Special Event Permit from the County.

Licensee shall ensure that any items stored in the Premises do not impede ingress or egress to the Premises or create a fire hazard.

#### **SECTION SEVEN. ACCESS TO PREMISES.**

Licensee shall have unlimited access to the Premises 24 hours a day, 365 days a year. County shall provide Licensee a key to the Premises. Licensee may not change the locks on the Premises, copy the key, or allow anyone who is not a member of PAWS to have access to the key.

County shall have the right to limit Licensee's access to the Premises should County need to perform maintenance, cleaning, construction, inspection, or any other alternations to the Premises. County will make its best effort to provide Licensee at least 7 days notice of the access limitations.

County is entitled to require Licensee to remove some or all of its personal property from the Premises should Licensee's property impede the County's ability to perform maintenance, cleaning, construction, inspection, or any other alternations to the Premises.

Licensee's right of access to the Premises does not grant Licensee any right of access to the Legion Hall as a whole or the right to use any of the tables, chairs, or other furnishings in Legion Hall that are owned by the County, unless arranged in advance with the County. If Licensee wishes to use any other part of Legion Hall or the furnishings in Legion Hall for its events or meetings, Licensee must obtain a Special Event Permit from the County.

#### **SECTION EIGHT. COUNTY-PROVIDED SERVICES.**

County shall provide and pay for such electricity, lighting, heating, ventilation and all other utilities as are necessary for the reasonable use and enjoyment of the Premises by the Licensee.

County shall provide and pay for janitorial services at the Premises. However, County's janitorial responsibilities shall be limited to routine cleaning of the Premises. Licensee is responsible for keeping the Premises tidy, free of pests, and ensuring that access is unimpeded. Should Licensee host any special events at the Premises that generate excessive trash or mess, Licensee shall be responsible for cleaning the Premises as described in the Inyo County Special Event Permit.

#### **SECTION NINE. REPAIRS AND MAINTENANCE.**

County shall perform all repairs and maintenance to the Premises unless such repair or maintenance is in response to Licensee's breach of this License Agreement or Licensee's negligence, in which case Licensee shall be responsible for reimbursing the County for the cost of the repair or maintenance.

#### **SECTION TEN. ALTERATIONS AND IMPROVEMENTS.**

Licensee shall make no alterations or improvements in or on the Premises without the prior written consent of County. All alterations and improvements made by Licensee, other than removable personal property, shall remain on the Premises and be deemed to be property of County upon the expiration or termination of this Agreement. Any damage occasioned by the installation or removal of Lessee's personal property shall be repaired by Licensee.

#### **SECTION ELEVEN. WASTE.**

Licensee shall give prompt notice to County of any damages to the Premises and shall not commit, or suffer to be committed, any waste or injury, or allow any public or private nuisance on the leased premises. Licensee shall remove all trash and refuse from the Premises promptly.

#### **SECTION TWELVE. INDEMNIFICATION/HOLD HARMLESS.**

Licensee shall hold harmless, defend and indemnify County and its officers, officials, employees and volunteers from and against any and all liability, loss, damage, expense, costs (including without limitation costs and fees of litigation) of every nature arising out of or in connection with Licensee's use of the Premises hereunder or its failure to comply with any of its obligations contained in the agreement, except such loss or damages which was caused by the sole negligence or willful misconduct of the County.

County, its officers, agents, and employees shall not be liable to Licensee for any loss or damage to Licensee or Licensee's property from any cause. Licensee expressly waives all claims against County, its officers, agents and employees, for injury or damage to person or property arising for any reason regardless of whether or not there is concurrent passive or active negligence of County, its officers, agents, and employees, unless such injury or damage is caused due to the sole active negligence or willful misconduct of County, its officers, agents, and employees.

#### **SECTION THIRTEEN. INSURANCE REQUIREMENTS**

For the duration of this Agreement, Licensee shall procure and maintain insurance the scope and amount specified in Exhibit A and with the provisions specified in that Exhibit.

#### **SECTION FOURTEEN. COMPLIANCE WITH LAW.**

Licensee shall, at its sole cost, comply with all requirements of all County, State and Federal ordinances, laws, rules, and regulations now in force, or which may hereafter be in force, pertaining to the use of Premises, and shall faithfully observe and obey all County, State and Federal ordinances, laws, rules, and regulations now in force, or which hereafter may be in force. If Licensee's failure to obey and comply with any of these rules, laws, ordinances, or regulations results in any assessment of fines, penalty, or damages against the County, Licensee will pay such civil penalty, fines or assessments and any costs the County incurs in defending or adjudicating such violations.

#### **SECTION FIFTEEN. TERMINATION.**

This Agreement may be canceled and terminated by either party, without penalty, for any reason, at any time after execution of this Lease. Such cancellation and termination shall be effective on the sixtieth (60th) day after one party gives to the other written notice of termination. However, the giving of such notice shall not release either the County or the Licensee from full and faithful performance of all covenants of this Agreement during the period between the giving of notice and the effective date of cancellation and termination.

#### **SECTION SIXTEEN. RETURN OF PROPERTY AT TERMINATION.**

Licensee will return the Premises in good condition upon termination or expiration of the Agreement.

#### **SECTION SEVENTEEN. ASSIGNMENT AND SUBLEASE.**

Licensee shall not assign this license or sublet the Premises.

#### **SECTION EIGHTEEN. SEVERABILITY.**

If any provision of this License or the application thereof to any person or circumstances shall, to any extent, be invalid or unenforceable, the remainder of this License, or the application of such provisions to person or circumstances other than those as to which it is invalid or unenforceable, shall not be affected thereby, and each provision of this License shall be valid and be enforced to the fullest extent permitted by law.

#### **SECTION NINETEEN. AMENDMENT.**

The License may be amended only by a written document signed by all parties hereto.

#### **SECTION TWENTY. ENTIRE AGREEMENT.**

The License contains the entire agreement between the parties hereto and supersedes all previous agreements between the parties with respect to the subject matter of the License.

**SECTION TWENTY-ONE. NOTICE.**

Any notice required by the Agreement or applicable law to be given or served on Licensee or County may be given or served either by personal delivery or United States Mail to the address of each party as given below:

County:

Licensee:

COUNTY OF INYO	PAWS
By: _____	By: <u><i>Nathan Reade</i></u> <small>Nathan Reade (Nov 21, 2024 09:38 PST)</small>
Name: _____	Name: <u>Nathan Reade</u>
Date: _____	Date: <u>11/21/2024</u>

Approved as to form and legality:

*Grace Weitz*  
Grace Weitz (Nov 20, 2024 11:29 PST)

County Counsel

Approved as to accounting form and content:

*Christie Martindale*  
Christie Martindale (Nov 21, 2024 10:26 PST)

County Auditor

Approved as to insurance and risk management:

*Robert H. King*

County Risk Manager

**EXHIBIT A**  
**LICENSE AGREEMENT BETWEEN PAWS**  
**AND THE COUNTY OF INYO FOR THE NONEXCLUSIVE USE OF**  
**A PORTION OF THE INDEPENDENCE LEGION HALL**

Lessee/licensee (hereafter lessee) shall procure and maintain for the duration of the contract insurance against claims for injuries to persons or damages to property which may arise from or in connection with the Lessee's operation and use of the leased/licensed space. The cost of such insurance shall be borne by the Lessee.

**MINIMUM SCOPE AND LIMIT OF INSURANCE**

Coverage shall be at least as broad as:

1. **Commercial General Liability (CGL):** Insurance Services Office Form CG 00 01 covering CGL on an "occurrence" basis, including products and completed operations, property damage, bodily injury and personal & advertising injury with limits no less than **\$2,000,000** per occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location (ISO CG 25 03 or 25 04) or the general aggregate limit shall be twice the required occurrence limit.
2. **Workers' Compensation** insurance as required by the State of California, with **Statutory Limits**, and Employer's Liability Insurance with limit of no less than **\$1,000,000** per accident for bodily injury or disease. (This applies to lessees with employees.)

If the Lessee maintains broader coverage and/or higher limits than the minimums shown above, Inyo County requires and shall be entitled to the broader coverage and/or the higher limits maintained by the Lessee. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to Inyo County.

**OTHER INSURANCE PROVISIONS**

The insurance policies are to contain, or be endorsed to contain, the following provisions:

**Additional Insured Status:** Inyo County, its officers, officials, employees, and volunteers are to be covered as additional insureds on the CGL policy with respect to liability arising out of work or operations performed by or on behalf of the Lessee including materials, parts, or equipment furnished in connection with such work or operations. General liability coverage can be provided in the form of an endorsement to the Lessee's insurance (at least as broad as ISO Form CG 20 10 11 85 or if not available, through the addition of **both** CG 20 10, CG 20 26, CG 20 33, or CG 20 38; **and** CG 20 37 if a later edition is used).

**Primary Coverage:** For any claims related to this contract, the **Lessee's insurance coverage shall be primary and non-contributory** and at least as broad as ISO CG 20 01 04 13 as respects Inyo County, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by Inyo County, its officers, officials, employees, or volunteers shall be excess of the Lessee's insurance and shall not contribute with it. This requirement shall also apply to any Excess or Umbrella liability policies.

**Notice of Cancellation:** Each insurance policy required above shall state that coverage shall not be canceled, except with notice to Inyo County.

**Waiver of Subrogation:** Lessee hereby grants to Inyo County a waiver of any right to subrogation which any insurer of said Lessee may acquire against Inyo County by virtue of the payment of any loss under such insurance. Lessee agrees to obtain any endorsement that may be necessary to affect this waiver of

**EXHIBIT A**  
**LICENSE AGREEMENT BETWEEN PAWS**  
**AND THE COUNTY OF INYO FOR THE NONEXCLUSIVE USE OF**  
**A PORTION OF THE INDEPENDENCE LEGION HALL**

subrogation, but this provision applies regardless of whether or not Inyo County has received a waiver of subrogation endorsement from the insurer.

***Self-Insured Retentions:*** Self-insured retentions must be declared to and approved by Inyo County. Inyo County may require the Lessee to purchase coverage with a lower retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention. The policy language shall provide, or be endorsed to provide, that the self-insured retention may be satisfied by either the named insured or Inyo County. The CGL and any policies, including Excess liability policies, may not be subject to a self-insured retention (SIR) or deductible that exceeds \$25,000 unless approved in writing by Entity. Any and all deductibles and SIRs shall be the sole responsibility of Lessee who procured such insurance and shall not apply to the Indemnified Additional Insured Parties. Entity may deduct from any amounts otherwise due Lessee to fund the SIR/deductible. Policies shall NOT contain any self-insured retention (SIR) provision that limits the satisfaction of the SIR to the Named. The policy must also provide that Defense costs, including the Allocated Loss Adjustment Expenses, will satisfy the SIR or deductible. Entity reserves the right to obtain a copy of any policies and endorsements for verification.

***Acceptability of Insurers:*** Insurance is to be placed with insurers authorized to conduct business in the state with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to Inyo County.

***Verification of Coverage:*** Lessee shall furnish Inyo County with original certificates and amendatory endorsements or copies of the applicable policy language effecting coverage required by these insurance requirements. **All certificates and endorsements and copies of all Declarations and Endorsements pages are to be received and approved by Inyo County before the lease/license commences.** However, failure to obtain the required documents prior to the initiation shall not waive the Lessee's obligation to provide them. Inyo County reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time.

***Special Risks or Circumstances:*** Inyo County reserves the right to modify these requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.



# 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 3, 2024

Reference ID:  
2024-833

### Victim/Witness Assistance Program Grant Acceptance District Attorney ACTION REQUIRED

#### ITEM SUBMITTED BY

Tom Hardy, District Attorney

#### ITEM PRESENTED BY

Tom Hardy, District Attorney

#### RECOMMENDED ACTION:

A) Authorize acceptance of the Inyo County Victim/Witness Assistance Program (VW24029001) Grant from the Governor's Office of Emergency Services for Fiscal Year 2024-2025; and  
B) Authorize the District Attorney and the Administrative Assistant to the District Attorney to submit, accept, approve, and sign all grant applications, agreements and/or other documents, as needed, on behalf of the Inyo County District Attorney's Office.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

This is the (33rd) thirty-third consecutive year we have applied for and been offered this grant. For FY 24/25, the awarded grant total is \$276,382 for the grant period of October 1, 2024 through September 30, 2025.

The Victim/Witness Assistance Program augments the services provided by the Office of the District Attorney including crisis intervention, emergency assistance, resource assistance, follow-up counseling, victim compensation, property return, orientation to the criminal justice system, court escort and support, presentation to criminal justice, victim service providers and the media, case status reports, notification of family and friends, employer notification, restitution assistance, creditor intervention, child care assistance, witness notification, funeral arrangement assistance, crime prevention information, temporary restraining order assistance, transportation, and court waiting area.

Service is provided to victims of all types of crime upon request, not only crimes prosecuted by the District Attorney. Contact is made in person, by letter, telephone and by field visits. The goal of the Victim/Witness Assistance Program is to help victims of crime proceed through the criminal justice system and their victimization with a sense of understanding and participation in the process with a resulting empowerment to become a survivor; no longer a victim.

We respectfully request your consideration of acceptance of this grant, which funds the Victim/Witness Coordinator's salary and benefits at 100%. Further, we are able to fund approximately 40% of the Assistant to the District Attorney, 10% of the Legal Secretary III, 40% of the Legal Secretary II, and 10% of the Legal Secretary I salaries and benefits to save the general fund.

#### FISCAL IMPACT:

<b>Funding Source</b>	Grant Funded CAI- OES	<b>Budget Unit</b>	620424
<b>Budgeted?</b>	Yes	<b>Object Code</b>	
<b>Recurrence</b>		<b>Sole Source?</b>	

If Sole Source, provide justification below

#### Current Fiscal Year Impact

Grant funds paid to Inyo County up to \$207,286 for the period between 10.01.2024 and 06.30.2025

#### Future Fiscal Year Impacts

Grant funds paid to Inyo County up to \$69,096 for the period between 07.01.2025 and 09.30.2025

#### Additional Information

Grant amount is \$276,382. Budget Number 620424. The County expends funds and then a claim is made to the State for reimbursement quarterly.

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Without your Board's acceptance of the grant the project would be terminated.

#### OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

None.

#### STRATEGIC PLAN ALIGNMENT:

High Quality Services | High Quality Government Services

#### APPROVALS:

Morgan Maillet	Created/Initiated - 10/21/2024
Darcy Ellis	Approved - 10/22/2024
Morgan Maillet	Approved - 10/22/2024
Keri Oney	Approved - 10/22/2024
John Vallejo	Approved - 10/22/2024
Amy Shepherd	Approved - 11/5/2024
Tom Hardy	Approved - 11/5/2024
Nate Greenberg	Final Approval - 11/20/2024

#### ATTACHMENTS:

1. 2024-2025 Grant Application
2. Delegation of Authority
3. Victim Witness Subaward Face Sheet

## Application Information Form

**Program:***Victim/Witness Assistance - VW24***Grant Subaward Performance Period:***10/01/2024*

to

*09/30/2025***Subrecipient:***County of Inyo - District Attorney's Office***Subrecipient UEI:***EU9KBPLKZ5K5***Subrecipient Federal Employer ID:***95-6005445***Implementing Agency:***Inyo County District Attorney's Office***Payment Address***PO BOX D**INDEPENDENCE**California**Inyo County**93526-0604***Primary Location of Project/Services****Address***1360 N. Main Street***City:***Bishop***Address 2****County:***Inyo County***Zip Code:***93514-9998*

# Contact Information Form

**Navigation Instructions:**

- All required fields are marked with an \*.
- Use the **SAVE** button at least every 30 minutes to avoid losing data.
- When done, click the **SAVE** button.

**Form Specific Instructions:**

- Individuals identified below will be the official points of contact for the Grant Subaward. For descriptions of these positions see Subrecipient Handbook Section 3.005 or other applicable Program Supplemental guidance.
- The Grant Subaward Director and Financial Officer cannot be the same individual.
- Each individual must have a unique email address.
- Organization Authorized Agents must be denoted as being a Grant Subaward Authorized Agent in order to submit the application.

## Grant Subaward Contacts

**Grant Subaward Director**

**First Name:** Lidia  
**Title:** District Attorney  
**Phone:** (760) 873-6669  
**Address:** 168 N Edwards St  
**City:** Independence

**Last Name:** Schultz  
**Email:** lschultz@inyocounty.us  
**State:** CA **Zip Code:** 93526-0619

**Financial Officer**

**Name:** Morgan  
**Title:** Inyo County Auditor  
**Phone:** (760) 878-1343  
**Address:** 168 N Edwards Street Independence, CA 93526  
**City:** Independence

**Last Name:** Maillet  
**Email:** mmaillet@inyocounty.us  
**State:** California **Zip Code:** 93526-0619

**Programmatic Point of Contact:**

**Name:** Lidia  
**Title:** Victim Witness Project Coordinator  
**Phone:** (760) 873-6669  
**Address:** PO Drawer D  
**City:** Independence

**Last Name:** Schultz  
**Email:** lschultz@inyocounty.us  
**State:** CA **Zip Code:** 93526-0619

**Financial Point of Contact:**

**Name:** Morgan  
**Title:** Assistant to the District Attorney  
**Phone:** (760) 873-8418  
**Address:** 168 N Edwards Street Independence, CA 93526  
**City:** Independence

**Last Name:** Maillet  
**Email:** mmaillet@inyocounty.us  
**State:** California **Zip Code:** 93526-0619

**Chair of the Governing Body**

**Name:** Matthew  
**Title:** Chairperson, Inyo County Board of Supervisors  
**Phone:** (760) 872-1137  
**Address:** PO Drawer N  
**City:** Independence

**Last Name:** Kingsley  
**Email:** mkingsley@inyocounty.us  
**State:** CA **Zip Code:** 93526-0619

**Grant Subaward Authorized Agent**

[X] Morgan Maillet

## Grant Subaward Assurances Form

## Applicable Grant Subaward Assurances

This document is a binding affirmation that the Subrecipient will comply with the assurances required by the federal program/fund source.

Assurance	Acknowledgement
<a href="#">Federal Fund Grant Subaward Assurances - 2024 VOCA.pdf</a>	<input checked="" type="checkbox"/> *
<a href="#">Program Standard Assurance Addendum</a>	<input checked="" type="checkbox"/> *
<a href="#">Standard Certification of Compliance</a>	<input checked="" type="checkbox"/> *

Subrecipients expending \$1,000,000 or more in federal finds annually must comply with the single audit requirement established by the Federal Office of Management and Budget (OMB) Uniform Guidance 2 CFR Part 200, Subpart F and arrange for a single audit by an independent Certified Public Accountant (CPA) firm annually. Audits conducted under this section will be performed using the guidelines established by the American Institute of Certified Public Accountants (AICPA) for such audits. \*

Subrecipient expends \$1,000,000 or more in federal funds annually.

☒ Subrecipient does not expend \$1,000,000 or more in federal funds annually.

Federal Funding Accounting and Transparency Act (FFATA)

**In the preceding year, did the Subrecipient receive:**

Has the Subrecipient received \$25,000,000 or more in federal funds in the preceding fiscal years? \*

Yes

☒ No

# Programmatic Narrative Form

## Narrative Questions/Responses

### Question 1

Briefly describe the plan to provide all mandatory services outlined in the VW Supplemental Program Components and indicate any significant changes to your Program for the 2024-25 Grant Subaward performance period.

Inyo County Victim/Witness provides comprehensive services to victims of all crime types, while concentrating services on victims of the most serious cases likely to result in trauma to the victim or the victim's family. A staff dedicated to the necessity of compassionate and comprehensive services achieves this goal by closely following grant guidelines and project policy. The Victim/Witness mission is to encourage and support victims and witnesses of crime to help overcome the effects of crime, self-empowerment as they move through the process and ultimately be able to return to their lives and families. The California Penal Code mandates services provided to victims of crimes and this program tailors those services to meet the needs specific to Inyo County clients.

Operational Agreements are in place with Inyo County Sheriff, Bishop Police Department, California Highway Patrol, Inyo County Probation Department and Wild Iris Family Counseling and Crisis Center. Training and presentations are offered to the local schools, law enforcement, Wild Iris Crisis Family Counseling and Crisis Center, and other Community Groups. Participation on the Domestic Violence Council, Domestic Violence and Child Death Review Team, Addiction Task Force Committee and Sexual Assault Response Team (SART) help to nurture close working networks between service providers and victim advocates.

Services are provided to special need clients through referrals to local resources available in the community. Field visits are provided to clients when appropriate and safe. Accommodations are made to facilitate access to the office and the courts for disabled clients, including coordination of the use of the handicapped accessible courtroom on the ground level of the historic courthouse. Elderly clients may be visited at home for interviews. Transportation assistance is also provided when needed. Project works closely with Adult Protective Services when a client is referred for services or project staff obtains an Elder Abuse Restraining Order. Contact information is available in the office for a certified interpreter for hearing impaired clients. Advocates will problem solve to meet the special needs of clients to the best of their ability or to the limit available in the community.

### Question 2

This section is for additional space to answer Question 1.

The program utilizes language line services to for Spanish speaking victims and can arrange for in-person translation services, if necessary. The court has Spanish speaking translators available at no cost to this project for assistance in the preparation of Domestic violence Restraining Orders and at Temporary Restraining Order hearings for Spanish speaking clients. A list of community translators is maintained by the project.

Referrals to project are received from multiple sources including: Law Enforcement Officers, District Attorney staff attorneys, District Attorney staff legal secretaries, Family Law Facilitator and community agencies including Child Protective Services, Adult Protective Services, and Wild Iris Family Counseling and Crisis Center. Additional referrals come from mental health providers, substance abuse providers and prior clients. Close working relationships with service providers and other agencies are a priority. Operational agreements include training and meeting schedules to establish effective relationships. Participation in many multidisciplinary committees also fosters those relationships.

Due to the funding cuts for the 2024-2025 Grant Subaward period our office has had to eliminate the Victim Witness Assistant position. In order to ensure that victim Witness Services are impacted as little as possible the office has restructured the duties for our support staff to allow for additional coverage of Victim Witness responsibilities.

### Question 3

Briefly describe the optional services listed in the VW Supplemental Program Components that your VW Center provides to victims/survivors.

Despite our small size, we provide many optional services including, without limitation, employer intervention, childcare assistance during court appearances, witness notification, funeral arrangements, crime prevention information, temporary restraining order assistance, transportation, and we maintain a court waiting area in our Independence, CA office. While we have not been called upon to provide witness protection assistance, we stand ready to do so. While not technically "witness protection", we regularly provide security cameras and systems to victims needing them. We also assist victims and witnesses by providing court-appropriate clothing, when required. We attempt to tailor services to victims and witnesses so as to minimize inconvenience and to maximize their safety and security.

### Question 4

Provide a brief status update of the VW Center's crisis response and Mass Victimization (MV) Assistance plan for crime-related MV/terrorism incidents. Include after hours contact information.

Given that we are a very small office, our Mass Victimization Assistance plan is coordinated by our sole Victim Witness Coordinator. Our Coordinator is available for 24/7 call out, and can work with other disaster service providers (primarily Inyo County Health and Human Services and Inyo County Office of Emergency Services) to provide immediate service and coordinate counselling and mental health resources. After hours contact: (760) 878-8162.

### Question 5

Describe how volunteers are used to support the Program. If volunteers are not used, email a completed Volunteer Waiver Request to your Grants Analyst for approval and upload the approved copy to your VW24 Application.

Over the years, our office has sought out volunteers. However, we are a very small population county with our residents spread over a huge geographic area. While we have a small community college satellite campus, we do not have a base from which volunteers can typically be located. We remain open to using volunteers, but do not see a meaningful way to recruit a reliable volunteer corps.

### Question 6

List information for all field offices in the county including address, telephone numbers, employees assigned to the office, and supervisor(s) contact information.

District Attorney's Office- Bishop Branch- 4 employees  
1360 North Main Street  
Bishop, CA 93514  
(760)873-6657

District Attorney's Office- Independence Branch- 4 employees  
168 North Edwards Street  
Independence, CA 93526  
(760)878-0282

Supervisor- Lidia Schultz- (760)873-6669/lschultz@inyocounty.us

### Question 7

This section is for additional space to answer Question 6.

Staff rotates between the Bishop and Independence as required by court and victim needs.

--

## Subrecipient Risk Assessment Form

Per Title 2 CFR § 200.332, Cal OES is required to evaluate the risk of noncompliance with federal statutes, regulations and grant terms and conditions posed by each subrecipient of pass-through funding.

How many years of experience does your current grant manager have managing grants?	>5 years
How many years of experience does your current bookkeeper/accounting staff have managing grants?	>5 years
How many grants does your organization currently receive?	1-3 grants
What is the approximate total dollar amount of all grants your organization receives?	\$276,382
Are individual staff members assigned to work on multiple grants?	Yes
Do you use timesheets to track the time staff spend working on specific activities/projects?	Yes
How often does your organization have a financial audit?	Annually
Has your organization received any audit findings in the last three years?	Yes
Do you have a written plan to charge costs to grants?	Yes
Do you have written procurement policies?	Yes
Do you get multiple quotes or bids when buying items or services?	Sometimes
How many years do you maintain receipts, deposits, cancelled checks, invoices?	<3 years
Do you have procedures to monitor grant funds passed through to other entities?	N/A

## Operational Agreements Form

Participating Agency/Organization	Date Signed	Start Date	End Date
<i>Bishop Police Department</i>	<i>07/09/2024</i>	<i>07/09/2024</i>	<i>06/30/2027</i>
<i>Inyo County Probation Department</i>	<i>07/09/2024</i>	<i>07/09/2024</i>	<i>06/30/2027</i>
<i>Inyo County Sheriff's Department</i>	<i>07/09/2024</i>	<i>07/09/2024</i>	<i>06/30/2027</i>
<i>Wild Iris- Domestic Violence, SA Child Abuse</i>	<i>06/10/2024</i>	<i>06/10/2024</i>	<i>06/30/2027</i>

# Funding Source Allocation

## Funding Source Allocation

Funding Source Name	Fiscal Year	Type	Amount Available	Total Match Amount Available	Available Funding Total	Funding Requested	Cash Match Amount Requested	In-Kind Match Amount Requested	Total Project Costs
2024 VCGF	2024	State	\$111,198	\$0	\$111,198	\$111,198	\$0	\$0	\$111,198
2024 VOCA	2024	Federal	\$139,422	\$0	\$139,422	\$139,422	\$0	\$0	\$139,422
2024 VWA0	2024	State	\$25,762	\$0	\$25,762	\$25,762	\$0	\$0	\$25,762
			\$276,382	\$0	\$276,382	\$276,382	\$0	\$0	\$276,382

## Budget Cost Categories

### Cost Form Selection(s)

☒ Personnel Costs

☐ Volunteer Costs

☐ Contractor/Consultant Costs

☐ Rent Costs

☒ Travel Costs

☐ Equipment Costs

☒ Financial Assistance For Client's Costs

☐ Second-Tier Subward Costs

☐ Audit Costs

☒ Indirect Costs

☒ Other Operating Costs

☒ Match Waiver

*approved VW24 Inyo County Match Waiver Request (002).pdf*

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	Federal Fund
2024 VOCA	2024	Federal	\$23,351	\$0	\$0	\$23,351	\$		Not Applicable
2024 VCGF	2024	State	\$15,568	\$0	\$0	\$15,568	\$		
\$38,919						\$0	\$0	\$0	\$38,919

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	Federal Fund
2024 VOCA	2024	Federal	\$5,797	\$	\$0	\$5,797		Not Applicable	
2024 VCGF	2024	State	\$3,865	\$	\$0	\$3,865			
				\$9,662		\$0	\$0	\$0	\$9,662

Personnel Budget Category Form

Navigation Instructions:

- All required fields are marked with an **\***.
- Use the **SAVE** button at least every 30 minutes to avoid losing data.
- To add another Line Item, click the **ADD** button.
- To delete this Line Item, click the **DELETE** button. **WARNING: This action cannot be undone.**
- When done, click the **SAVE** button.

Personnel Costs

Budget/Project Line-Item \*

Legal Secretary II  
Description \*

Assists Victim Witness Coordinator part time with Victim Services  
Hourly

Salary Per Month \*

\$4,849.00

Number of Months \*

12.00

Hours of Full-Time Workweek \*

40.00

FTE \*

Full-Time Equivalent in Hours

2,080

Salary Calculation Total

\$23,275

%

Benefits Calculation

\$11,638

Does this position provide benefits? \*

50.00 %

Benefits Percentage \*

50.00 %

Benefits Description \*

Yes

No

Medical, Dental, Vision, Orthodontic, Deductible Rebate \$500, PERS Retirement, CDI, FICA, Medicare  
Calculation Total (Includes Benefits if provided)

\$34,913

Fund Source Allocations

Fund Source Allocations Instructions

- Select the Fund Source(s) to support the line-item
- Add amount(s)
- Click the + symbol to request money from another funding source.
- Click the - symbol to remove request from a funding source.

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	Federal Fund
2024 VOCA	2024	Federal	\$20,948	\$	\$0	\$20,948	\$		Not Applicable
2024 VCGF	2024	State	\$13,965	\$	\$0	\$13,965	\$		
				\$34,913		\$0	\$0	\$0	\$34,913

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	Federal Fund
2024 VOCA	2024	Federal	\$5,500	\$	\$0	\$5,500			Not Applicable
2024 VCGF	2024	State	\$3,666	\$	\$0	\$3,666			
				\$9,166		\$0	\$0	\$0	\$9,166

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	Federal Fund
2024 VOCA	2024	Federal	\$66,106	\$	\$0	\$66,106			Not Applicable
2024 VCGF	2024	State	\$44,070	\$	\$0	\$44,070			
\$110,176						\$0	\$0	\$0	\$110,176

## Travel Budget Category Form

## Travel Cost Type

Travel

## Budget/Project Line-Item

Advocate Advanced Training

## Description

Lodging 3 nights- \$375

Per Diem 4 Days- \$264

Mileage- \$317

Parking- \$100

☒ In State☐ Out of State

## Staff Traveling \*

1

## Travel Cost Per Staff

\$1,056.00

## Calculation Total

\$1,056.00

## Funding Source Allocations

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	
2024 VOCA	2024	Federal	\$1,056	\$0	\$0	\$0	\$1,056	\$	
			\$1,056	\$0	\$0	\$0	\$1,056		

Travel Budget Category Form

Travel Cost Type

Travel

Budget/Project Line-Item

Coordinator Advanced Training

Description

Lodging 3 nights- \$375  
Per Diem 4 Days- \$264  
Mileage- \$317  
Parking- \$100

☒ In State

☐ Out of State

Staff Traveling \*

1

Travel Cost Per Staff

\$1,056.00

Calculation Total

\$1,056.00

Funding Source Allocations

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	
2024 VOCA	2024	Federal	\$1,056	\$	\$	\$0	\$1,056	\$	
			\$1,056	\$0	\$0	\$0	\$1,056		

# Travel Budget Category Form

Travel Cost Type

Travel

Budget/Project Line-Item

NOVA Conference 2025, San Francisco CA

Description

Airfare- \$400  
Lodging for 5 nights at \$155- \$775  
Per Diem for 6 Days at \$79- \$474  
Registration Fee- \$550

☒ In State

☐ Out of State

Staff Traveling \*

1

Travel Cost Per Staff

\$2,199.00

Calculation Total

\$2,199.00

Funding Source Allocations

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	
2024 VOCA	2024	Federal	\$2,199	\$0	\$0	\$0	\$2,199	\$	
			\$2,199	\$0	\$0	\$0	\$2,199		

## Travel Budget Category Form

## Travel Cost Type

Travel

## Budget/Project Line-Item

NTI Training Portland OR

## Description

Airfare- \$400

Lodging for 5 nights at \$155- \$775

Per Diem for 6 Days at \$74- \$444

Registration Fee- \$650

Parking \$80

In State

☒ Out of State

Staff Traveling \*

Travel Cost Per Staff

1

\$2,349.00

Calculation Total

\$2,349.00

## Out-of-State Travel Request

## Purpose of Travel

Training on National Center for Victim of Crime

## Location of Travel (TBD is okay)

Portland OR

## Description of how travel supports the intent of the Program:

The National Training Institute emphasizes a multidisciplinary approach to sharing promising practices, current research, and effective programs and policies that are victim-centered, practice-based, and research-informed. Attending the NTI allows the Victim Advocate to learn and share current developments and build new collaborations.

Are all travelers included in personnel?

☒ Yes

No

## Funding Source Allocations

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	
2024 VOCA	2024	Federal	\$2,349	\$	\$	\$0	\$2,349	\$	
			\$2,349	\$0	\$0	\$0	\$2,349		

## Travel Budget Category Form

## Travel Cost Type

Travel

## Budget/Project Line-Item

Out of state Travel to St. Louis, MO

## Description

Training Case Managment System, Prosecutor by Karpel, in St Louis MO.

Lodging for 6 nights at \$150 per night- \$900

State Car- \$311

Parking- \$40

Shuttle- \$99

Airfair- \$650

Conference Fee- \$425

Per Diem for 6 Days- \$426

In State

☒ Out of State

Staff Traveling \*

Travel Cost Per Staff

1

\$2,851.00

Calculation Total

\$2,851.00

## Out-of-State Travel Request

Purpose of Travel

Training on Case management system

Location of Travel (TBD is okay)

St Louis, MO

Description of how travel supports the intent of the Program:

This training will help the Victim Witness Coordinator and support staff learn new functions of the case management system that our entire program functions off of.

Are all travelers included in personnel?

☒ Yes

No

## Funding Source Allocations

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	
2024 VCGF	2024	State	\$2,851	\$0	\$0	\$0	\$2,851	\$	
			\$2,851	\$0	\$0	\$0	\$2,851		

# Financial Assistance For Clients Budget Category Form

Navigation Instructions:

- All required fields are marked with an **\***.
- Use the **SAVE** button at least every 30 minutes to avoid losing data.
- To add another Line Item click the **ADD** button.
- To delete this Line Item, click the **DELETE** button. **WARNING: This action cannot be undone.**
- When done, click the **SAVE** button.

Form Specific Instructions

- If Petty Cash is selected, complete the required Petty Cash Fields.

Budget/Project Line-Item

MVA Emergency Fun

Description:

Go bags, food, meals, motels, travel, and basic hygiene needs

Is this Petty Cash (Cash/Check): Yes ☐ No ☒

Cash Amount	Quantity	Calculation Total
\$7,184.00	1	\$7,184

Funding Source Allocations

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements
2024 VOCA	2024	Federal	\$7,184	\$	\$	\$0	\$7,184	\$
			\$7,184	\$0	\$0	\$0	\$7,184	

**Navigation Instructions:**

- ### Form Specific Instructions

- Budget/Project Line-Item**

**Description:**

**Is this Petty Cash (Cash/Check):**

[X] No

**Cash Amount**

Quantity

**Calculation Total**

\$2,000.00

1

\$2,000

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements
2024 VOCA	2024	Federal	\$2,000	\$	\$	\$0	\$2,000	\$
			\$2,000	\$0	\$0	\$0	\$2,000	

Financial Assistance For Clients Budget Category Form

Navigation Instructions:

- All required fields are marked with an \*.
- Use the **SAVE** button at least every 30 minutes to avoid losing data.
- To add another Line Item click the **ADD** button.
- To delete this Line Item, click the **DELETE** button. **WARNING: This action cannot be undone.**
- When done, click the **SAVE** button.

Form Specific Instructions

- If Petty Cash is selected, complete the required Petty Cash Fields.

Budget/Project Line-Item

Victim emergency fund

Description:

This money is allocated for emergency needs for victims including food, meals, clothing, travel, hotel costs, basic hygiene needs

Is this Petty Cash (Cash/Check): Yes [X] No

Cash Amount	Quantity	Calculation Total
\$7,939.00	1	\$7,939

Funding Source Allocations

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements
2024 VCGF	2024	State	\$7,939	\$	\$	\$0	\$7,939	\$
			\$7,939	\$0	\$0	\$0	\$7,939	

# Indirect Budget Category Form

## Indirect Costs

**Budget/Project Line-Item**

Indirect - MTDC

**Indirect Cost Rate**

15% De Minimis

**Description/Justification**

Shared costs that are necessary to the operation of the organization and performance of the Grant

**Calculation Method**

Salary and benefits are \$248,744 X .15= \$37,311.60 charging less \$9673.60 for a total of \$27,638.00

**Calculation Total**

\$27,638

## Funding Source Allocations

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	
2024 VWA0	2024	State	\$25,762	\$0	\$0	\$0	\$25,762	\$	
2024 VOCA	2024	Federal	\$1,876	\$0	\$0	\$0	\$1,876	\$	
			\$27,638	\$0	\$0	\$0	\$27,638		

Other Operating Budget Category Form

Navigation Instructions:

- All required fields are marked with an \*.
- Use the **SAVE** button at least every 30 minutes to avoid losing data.
- To add another Line Item click the **ADD** button.
- To delete this Line Item, click the **DELETE** button. WARNING: This action cannot be undone.
- When done, click the **SAVE** button.

Other Operating Costs

Budget/Project Line-Item

Cell phone for Victim Witness Coordinator

Description/Justification

This cell phone allows our VW Coordinator to communicate with Victims of Crime and facilitate transportation to and from court appearances

Calculation Description

\$55 per month X 12 months

Funding Source Allocations

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	
2024 VCGF	2024	State	\$660	\$	\$	\$0	\$660	\$	
			\$660	\$0	\$0	\$0	\$660		

Other Operating Budget Category Form

Navigation Instructions:

- All required fields are marked with an \*.
- Use the **SAVE** button at least every 30 minutes to avoid losing data.
- To add another Line Item click the **ADD** button.
- To delete this Line Item, click the **DELETE** button. WARNING: This action cannot be undone.
- When done, click the **SAVE** button.

Other Operating Costs

Budget/Project Line-Item

Data Service for 1 ipad

Description/Justification

iPad used for entertainment for Victims and their families as they wait in the office for court appearances.

Calculation Description

Service agreement \$40 per month X 12 months

Funding Source Allocations

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	
2024 VCGF	2024	State	\$480	\$	\$	\$0	\$480	\$	
			\$480	\$0	\$0	\$0	\$480		

Other Operating Budget Category Form

Navigation Instructions:

- All required fields are marked with an \*.
- Use the **SAVE** button at least every 30 minutes to avoid losing data.
- To add another Line Item click the **ADD** button.
- To delete this Line Item, click the **DELETE** button. WARNING: This action cannot be undone.
- When done, click the **SAVE** button.

Other Operating Costs

Budget/Project Line-Item

General Office Supplies

Description/Justification

Printer Cartridges, copy/postage extra charges, business cards, printing of brochures and resource guides, misc. office supplies, cleaning supplies

Calculation Description

Supplies average \$1248.66 per month X 12 months

Funding Source Allocations

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	
2024 VCGF	2024	State	\$14,984	\$	\$	\$0	\$14,984	\$	
			\$14,984	\$0	\$0	\$0	\$14,984		

Other Operating Budget Category Form

Navigation Instructions:

- All required fields are marked with an **\***.
- Use the **SAVE** button at least every 30 minutes to avoid losing data.
- To add another Line Item click the **ADD** button.
- To delete this Line Item, click the **DELETE** button. **WARNING: This action cannot be undone.**
- When done, click the **SAVE** button.

Other Operating Costs

Budget/Project Line-Item

Out Reach Items

Description/Justification

Items purchased to pass out at community events including Earth Day, Domestic Violence Awareness Week, National Night Out, Trunk or Treat

Calculation Description

\$630 per event X 5 Events

Funding Source Allocations

Funding Source Name	Fiscal Year	Type	Amount	Cash Match Amount	In Kind Match Amount	Match Amount	Total	State Funds Used to Match Federal Match Requirements	
2024 VCGF	2024	State	\$3,150	\$	\$	\$0	\$3,150	\$	
			\$3,150	\$0	\$0	\$0	\$3,150		

## Application Signatures Form

## Assurances/Signatures

**Proof of Authority \***

☒ This Grant Subaward consists of this title page, the application for the grant, which is attached and made a part hereof, and the Assurances/Certifications. I hereby certify I am vested with the authority to enter into this Grant Subaward, and have the approval of the City/County Financial Officer, City Manager, County Administrator, Governing Board Chair, or other Approving Body. The Subrecipient certifies that all funds received pursuant to this agreement will be spent exclusively on the purposes specified in the Grant Subaward. The Subrecipient accepts this Grant Subaward and agrees to administer the grant project in accordance with the Grant Subaward as well as all applicable state and federal laws, audit requirements, federal program guidelines, and Cal OES policy and program guidance. The Subrecipient further agrees that the allocation of funds may be contingent on the enactment of the State Budget.

**Standard Certification of Compliance \***

☒ By checking this box, I certify the Subrecipient will comply with the requirements of the Standard Certification of Compliance. I am fully aware that this certification is made under penalty of perjury under the laws of the State of California.

**Program Standard Assurance Addendum \***

☒ The undersigned represents that he/she is authorized to enter into this Addendum for and on behalf of the Applicant/Subrecipient. Applicant/Subrecipient understands that failure to comply with this Addendum or any of the assurances may result in suspension, termination, reduction, or de-obligation of funding. Applicant/Subrecipient agrees to repay funds in the event there is a violation of grant assurances.

**Fund Assurances \***

☒ By checking this box, I certify I have read all applicable Federal Fund Grant Subaward Assurances and the Subrecipient will comply with the requirements. I am fully aware that this certification is made under penalty of perjury under the laws of the State of California.

**California Public Records Act \***

☒ I understand the Grant Subaward applications are subject to the California Public Records Act, Government Code section 7920.000 et seq. Additional information: Do not put any personally identifiable information or private information on this application. If you believe that any of the information you are putting on this application is exempt from the Public Records Act, please attach a statement that indicates what portions of the application and the basis for the exemption. Your statement that the information is not subject to the Public Records Act will not guarantee that the information will not be disclosed.

*Delegation of Authority.pdf*

**Authorized Agent**

**Name:** Thomas Hardy  
**Signature:** Thomas Hardy

**Title:** District Attorney  
**Date:** 09/04/2024



**Cal OES**  
GOVERNOR'S OFFICE  
OF EMERGENCY SERVICES

## Victims of Crime Act (VOCA) Victim Assistance Formula Grant Program Match Waiver Request Form

Cal OES Subrecipients may request a partial or full match waiver for Victim of Crime Act (VOCA) Victim Assistance Formula Grant Program funds. Approval is dependent on a compelling justification. To request a partial or full match waiver, the Subrecipient must complete the following:

1. Cal OES Grant Subaward Number: VW24 33 0140
2. Subrecipient's Name: INYO COUNTY
3. Grant Subaward Performance Period 10/01/2024 through 09/30/2025
4. VOCA Fund Source #1: 24VOCA ☒  
VOCA Victim Assistance Formula Grant Program Funds Awarded: \$ 139,422  
Amount of Match Proposed (post approved Match Waiver): \$ 0
5. VOCA Fund Source #2 (if applicable): Select  
VOCA Victim Assistance Formula Grant Program Funds Awarded:  
Amount of Match Proposed (post approved Match Waiver):
6. Briefly summarize the services provided:  
The program provides direct services to victims designed to reduce trauma related to being a victim, including referral to community-based resources, access to State Victims of Crime program compensation, orientation to the criminal justice system, court escort and support case status updates, restitution assistance, victim impact.
7. Describe practical/logistical obstacles and/or local resource constraints to providing match:  
We are a very large geographically sized county (10,277 square miles) with only 1 Victim Witness Coordinator and 1 Victim Witness Advocate handling the victims. There is no additional money in Inyo County's General Fund for the match amount. Our remote location and small population makes it virtually impossible to recruit interns or other volunteers. This would be a burden on Inyo County and would put our Victim Witness program at risk.

Approved ☒

Denied ☐

Susan Grace  
Unit Chief Name

  
Unit Chief Signature

5/29/2024  
Date



THOMAS L. HARDY  
*District Attorney*

P.O. Drawer D  
Independence, CA 93526  
760 878-0282 Fax 760 878-2383

County of Inyo  
DISTRICT ATTORNEY

September 10, 2024

California Governor's Office of Emergency Services  
Victim Services & Public Safety Branch  
3650 Schriever Avenue  
Mather, CA 95655-4203  
Attn: Ms. Susan Grace

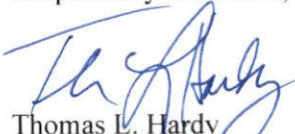
**DELEGATED AUTHORITY FOR THE CALIFORNIA GOVERNOR'S OFFICE OF EMERGENCY  
SERVICES (Cal OES) GRANT PROGRAMS**

Dear Ms. Grace,

This is to advise and confirm that I am delegating my authority as the Inyo County District Attorney, to the Administrative Assistant to the District Attorney, Morgan Maillet, as it relates to the Cal OES Grant Applications and any future funding opportunities.

Based on this delegated authority, the Administrative Assistant to the District Attorney is authorized to submit, accept, approve, and sign all Grant applications, agreements and/or other documents, as needed, on behalf of the Inyo County District Attorney's Office.

Respectfully submitted,

  
Thomas L. Hardy  
District Attorney



THOMAS L. HARDY  
*District Attorney*

P.O. Drawer D  
Independence, CA 93526  
760 878-0282 Fax 760 878-2383

County of Inyo  
DISTRICT ATTORNEY

September 10, 2024

California Governor's Office of Emergency Services  
Victim Services & Public Safety Branch  
3650 Schriever Avenue  
Mather, CA 95655-4203  
Attn: Ms. Susan Grace

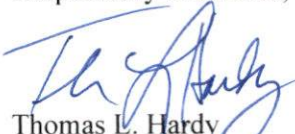
**DELEGATED AUTHORITY FOR THE CALIFORNIA GOVERNOR'S OFFICE OF EMERGENCY  
SERVICES (Cal OES) GRANT PROGRAMS**

Dear Ms. Grace,

This is to advise and confirm that I am delegating my authority as the Inyo County District Attorney, to the Administrative Assistant to the District Attorney, Morgan Maillet, as it relates to the Cal OES Grant Applications and any future funding opportunities.

Based on this delegated authority, the Administrative Assistant to the District Attorney is authorized to submit, accept, approve, and sign all Grant applications, agreements and/or other documents, as needed, on behalf of the Inyo County District Attorney's Office.

Respectfully submitted,

  
Thomas L. Hardy  
District Attorney

**CALIFORNIA GOVERNOR'S OFFICE OF EMERGENCY SERVICES**  
**GRANT SUBAWARD FACE SHEET**

This Grant Subaward Face Sheet summarizes the Grant Subaward for **VW24029001**

The full Grant Subaward includes all application information provided by the Subrecipient, all attestations, and requirements included in the Program Supplemental. Subrecipients can access, download, and print the full Grant Subaward in the Grants Central System.

1. **Subrecipient** County of Inyo - District Attorney's Office **1a. UEI#:** EU9KBPLKZ5K5
2. **Implementing Agency:** Inyo County District Attorney's Office
3. **Location of Project/Services:** Bishop Inyo County 93514-9998  
(City) (County) (Zip+4)
4. **Program:** Victim/Witness Assistance - VW24
5. **Grant Subaward Performance Period/Period of Performance:** 10/1/2024 to 9/30/2025
6. **Indirect Cost Use: 15% De Minimis** **Federally Approved ICR (if applicable): %**

Grant Year	Fund Source	A. State	B. Federal	C. Total	D. Cash Match	E. In-Kind Match	F. Total Match	G. Total Cost
2024	2024 VCGF	\$111,198		\$111,198	\$0	\$0	\$0	\$111,198
2024	2024 VOCA		\$139,422	\$139,422	\$0	\$0	\$0	\$139,422
2024	2024 VWA0	\$25,762		\$25,762	\$0	\$0	\$0	\$25,762
	<b>Total Project Cost</b>	\$136,960	\$139,422	\$276,382	\$0	\$0	\$0	\$276,382

**Authorized Agent**

**Federal Employer Identification #:** 95-6005445

<u>Thomas Hardy</u>	<u>District Attorney</u>	<u>Thomas Hardy</u>	<u>9/4/2024</u>
Name	Title	Signature	Date
<u>PO BOX D</u>	<u>INDEPENDENCE</u>	<u>93526-0604</u>	
Payment Mailing Address	City	ZIP Code	

I hereby certify upon my personal knowledge that budgeted funds are available for the period and purposed of this expenditure stated above.

<u>Mary Rucker</u>	<u>10/3/2024</u>	<u>Eric Swanson</u>	<u>10/7/2024</u>
<b>Cal OES Fiscal Officer</b>	<b>Date</b>	<b>Cal OES Director or Designee</b>	<b>Date</b>

Awarding Official Contact - Cal OES			
Name	Title	Address	Phone
Nancy Ward	Director	3650 Schriever Avenue, Mather CA 95655	916-845-8506

Program Description
The purpose of the Program is to maintain Centers in each of California's 58 counties to provide comprehensive services to victims/survivors and witnesses of a[ ] ^• A -A[ ^} oW a ^E }• a[ Oa[ ] aU^} aO[ a^A FH H E

# CALIFORNIA GOVERNOR'S OFFICE OF EMERGENCY SERVICES

## GRANT SUBAWARD FACE SHEET

This Grant Subaward Face Sheet summarizes the Grant Subaward for **VW24029001**

The full Grant Subaward includes all application information provided by the Subrecipient, all attestations, and requirements included in the Program Supplemental. Subrecipients can access, download, and print the full Grant Subaward in the Grants Central System.

	2024 VCGF	2024 VOCA	2024 VWA0
State/Federal	State	Federal	State
ENY	2024	2024	2024
Chapter #	35	22	22
Service Location	14030	18404	14300
Item #	0690-105-0001	0690-102-0890	0690-101-0903
State Budget Program #	452	451	101
FAIN	N/A	15POVC-24-GG-00612-ASSI	N/A
Performance Period	07/01/24 - 06/30/27	10/01/23 - 09/30/27	07/01/24 - 06/30/27
State Budget Fund	State General Fund	Federal Trust Fund	State Penalty Fund
Assistance Listing	N/A	16.575	N/A
Program	Victim/Witness Assistance - VW24	Victim/Witness Assistance - VW24	Victim/Witness Assistance - VW24
Mach Required	No	Yes	No
Project ID	OES24VCGFSUPP00	OES24VOCA000012	OES24VWA0000000
Amount	\$111,198	\$139,422	\$25,762
Speed Chart	2024-14030	2024-18404	2024-14300
Grantor	N/A	Office for Victims of Crime	N/A
Federal Award Date	N/A	09/05/2024	N/A
Research & Development Program	N/A	No	N/A



# 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 3, 2024

Reference ID:  
2024-874

### Yucca Mountain Certification of Funds 2023-2024

#### Planning Department

ACTION REQUIRED

#### ITEM SUBMITTED BY

Cathreen Richards, Planning Director

#### ITEM PRESENTED BY

Cathreen Richards, Planning Director

#### RECOMMENDED ACTION:

- A) Certify that \$40,136.00 in funds provided to Inyo County as an Affected Unit of Local Government (AULG) under the Nuclear Waste Policy Act, as amended, have been expended in accordance with the provisions of that Act, Public Law 97-425; and the 2010 Energy and Water Development and Related Agencies Appropriations Act (Public Law 111-85);
- B) Authorize the Chairperson to sign the certification; and
- C) Direct Staff to submit the certification to the U.S. Department of Energy.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

Section 116(c) of the Nuclear Waste Policy Act of 1982 (Act), as amended, defines the activities that may be undertaken by affected units of local government, which include monitoring, oversight, and impact assessment. The Nuclear Waste Policy Act of 1982 and the Energy and Water Development and Related Agencies Appropriations Act, 2010 (Public Law 111-85) prohibit the use of these funds to pursue legislation against the U.S. Government, for any lobbying activity, or to support multi-state efforts or other coalition building activities inconsistent with the restrictions contained in the Act. Under the Energy and Water Development and Related Agencies Appropriations Act, in Federal Fiscal Year 2016, monies were expended by Inyo County which had been previously provided to the County by the U.S. Department of Energy to conduct appropriate activities and participate in licensing activities. The Nuclear Waste Policy Act requires that the County annually certify that the funds were used in accordance with the Act and the 2010 Energy and Water Development and Related Agencies Appropriations Act (Public Law 111-85).

The Yucca Mountain Repository Assessment Office under the guidance of the Planning Department has been responsible for the expenditure of the funds received from the Department of Energy. These funds have been expended in accordance with the relevant Federal laws as stated in the certification. The attached certification form states that the monies received from the U.S. Department of Energy were expended by Inyo County on activities that are allowable as defined under applicable federal laws, including the Nuclear Waste Policy Act of 1982, Public Law 97-425 and the 2010 Energy and Water Development and Related Agencies Appropriations Act (Public Law 111-85). The 2023-2024 expenditures were primarily used for the County's hydrological consultants to monitor wells for groundwater data in the Amargosa and Death Valley regions as it pertains to the possible Yucca Mountain Repository project.

#### FISCAL IMPACT:

There is no fiscal impact associated with this item.

**ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:**

The Board could decide not to submit the annual certification. This is not recommended as if a certification is not submitted, the County would no longer be eligible to receive funds for this program.

**OTHER DEPARTMENT OR AGENCY INVOLVEMENT:**

None.

**STRATEGIC PLAN ALIGNMENT:**

**Thriving Communities** | Community Revitalization Through Effective Planning

**Thriving Communities** | Climate Resilience and Natural Resource Protection

**APPROVALS:**

Cathreen Richards	Created/Initiated - 11/15/2024
Darcy Ellis	Approved - 11/15/2024
John Vallejo	Approved - 11/18/2024
Amy Shepherd	Approved - 11/20/2024
Nate Greenberg	Approved - 11/25/2024
Cathreen Richards	Final Approval - 11/25/2024

**ATTACHMENTS:**

1. Yucca Certification - Fiscal Year 2024
2. Yucca Mountain Fiscal Year 23-24 Expenditures

**CERTIFICATION OF EXPENDITURE OF FUNDS  
FOR FEDERAL FISCAL YEAR 2024**

This is to certify that Inyo County, California has expended funds during Federal Fiscal Year 2023 in the amount \$40,136.00 provided to it through direct payment by the U.S. Department of Energy, and that all such expenditures were for allowable activities as defined under applicable federal laws, including the Nuclear Waste Policy Act of 1982, Public Law 97-425 and Energy and Water Development and Related Agencies Appropriations Act, 2010 (Public Law 111-85).

It is further certified that none of the funds were: (1) used directly or indirectly to influence legislative action on any matter pending before Congress or a State legislature or for lobbying activity in violation of 18 U.S.C. 1913; (2) used for litigation expenses; or (3) used to support multi-state efforts or other coalition building activities inconsistent with the restrictions contained in the Nuclear Waste Policy Act of 1982, Public Law 97-425, and the Act.

BY: \_\_\_\_\_  
Matt Kingsley, Chairperson  
Inyo County Board of Supervisors  
Date

ATTEST: \_\_\_\_\_  
Darcy Ellis, Board Clerk  
Date

U.S. Department of Energy  
Kimberly.Petry@Nuclear.Energy.gov

SORT ORDER: OBJECT within BUDUNIT

SELECT BUDGET UNIT: 620605 ; OBJECT: 5000-5999

Lg BUDGET UNIT	Primary Ref	Transaction Description	SS Ref Date	Job No	Debit	Credit	NET
GL 620605-5025	RETHLTH1023	OCT23 RETIREE HEALTH	JE 10/31/23	03529775	933.17	0.00	933.17
GL 620605-5025	RETHLTH1123	NOV23 RETIREE HEALTH	JE 11/30/23	03529776	933.17	0.00	1,866.34
GL 620605-5025	RETHLTH1223	DEC23 RETIREE HEALTH	JE 12/31/23	03529777	933.17	0.00	2,799.51
GL 620605-5025	RETHLTH0124	JAN24 RETIREE HEALTH	JE 01/31/24	03529779	933.17	0.00	3,732.68
GL 620605-5025	RETHLTH0224	FEB24 RETIREE HEALTH	JE 02/29/24	03529782	933.17	0.00	4,665.85
GL 620605-5025	RETHLTH0324	MAR24 RETIREE HEALTH	JE 03/31/24	03529784	933.17	0.00	5,599.02
GL 620605-5025	RETHLTH0424	APR24 RETIREE HEALTH	JE 04/30/24	03529786	933.17	0.00	6,532.19
GL 620605-5025	RETHLTH0524	MAY24 RETIREE HEALTH	JE 05/31/24	03529785	933.17	0.00	7,465.36
GL 620605-5025	RETHLTH0624	JUN24 RETIREE HEALTH	JE 06/30/24	03529814	933.15	0.00	8,398.51
GL 620605-5025	2324RETHLTH	2324 ACTUAL RETIREE HEALTH	JE 06/30/24	03660323	0.00	779.96	7,618.55
GL 620605-5025	RETHLTH0724	JUL24 RETIREE HEALTH	JE 07/31/24	03688918	995.67	0.00	8,614.22
GL 620605-5025	RETHLTH0824	AUG24 RETIREE HEALTH	JE 08/31/24	03688921	995.67	0.00	9,609.89
GL 620605-5025	RETHLTH0924	SEPT24 RETIREE HEALTH	JE 09/30/24	03688928	995.67	0.00	10,605.56
*****Total *OBJT 5025		RETIREE HEALTH BENEFITS		DR	11,385.52	779.96	10,605.56
GL 620605-5124	JE45808	I#2023-61 YUCCA MT OVERSITE	JE 12/18/23	03545951	2,817.65	0.00	2,817.65
GL 620605-5124	JE46240	YUCCA MT I#2024-10 AUG-DEC22	JE 02/06/24	03576518	442.82	0.00	3,260.47
GL 620605-5124	JE46241	YUCCA MT I#2024-11 JUL23-DEC2	JE 02/06/24	03576518	763.55	0.00	4,024.02
GL 620605-5124	JE46975	AUG23-APR24 LEGAL SERVICES	JE 05/20/24	03645805	37.75	0.00	4,061.77
GL 620605-5124	JA23160	YUCCA MOUNTAIN OVERSIGHT	JE 06/30/24	03699667	379.61	0.00	4,441.38
GL 620605-5124	JE47783	YUCCA MT I#2024-121 JUL-AUG24	JE 09/24/24	03737492	511.07	0.00	4,952.45
*****Total *OBJT 5124		EXTERNAL CHARGES		DR	4,952.45	0.00	4,952.45
GL 620605-5265	177648	ROUX ASSOCIATES P#3777.000IS00	OH 11/29/23	03534115	437.00	0.00	437.00
GL 620605-5265	178375	ROUX ASSOCIATES P#3777.000IS00	OH 01/03/24	03552898	15,322.67	0.00	15,759.67
GL 620605-5265	91132765	U.S. GEOLOGICAL CUST# 60000010	OH 01/23/24	03567576	2,000.00	0.00	17,759.67
GL 620605-5265	179271	ROUX ASSOCIATES P#3777.000IS00	OH 02/06/24	03577217	789.57	0.00	18,549.24
GL 620605-5265	91154315	U.S. GEOLOGICAL CUST# 60000010	OH 05/10/24	03640386	2,000.00	0.00	20,549.24
GL 620605-5265	91176965	U.S. GEOLOGICAL CUST# 60000010	OH 06/30/24	03713105	2,000.00	0.00	22,549.24
GL 620605-5265	183921	ROUX ASSOCIATES P#3777.000IS00	OH 06/30/24	03713128	247.00	0.00	22,796.24
GL 620605-5265	080124-083124	JAMES, GREGORY LEGAL SERVICES	OH 09/10/24	03729782	333.00	0.00	23,129.24
*****Total *OBJT 5265		PROFESSIONAL & SPECIAL SERVICE		DR	23,129.24	0.00	23,129.24
GL 620605-5315	COSTPLAN1023	OCT23 COSTPLAN	JE 10/31/23	03529545	125.92	0.00	125.92
GL 620605-5315	COSTPLAN1123	NOV23 COSTPLAN	JE 11/30/23	03529551	125.92	0.00	251.84
GL 620605-5315	COSTPLAN1223	DEC23 COSTPLAN	JE 12/31/23	03529547	125.92	0.00	377.76
GL 620605-5315	COSTPLAN0124	JAN24 COSTPLAN	JE 01/31/24	03529548	125.92	0.00	503.68
GL 620605-5315	COSTPLAN0224	FEB24 COSTPLAN	JE 02/29/24	03529549	125.92	0.00	629.60
GL 620605-5315	COSTPLAN0324	MAR24 COSTPLAN	JE 03/31/24	03529550	125.92	0.00	755.52
GL 620605-5315	COSTPLAN0424	APR24 COSTPLAN	JE 04/30/24	03529552	125.92	0.00	881.44
GL 620605-5315	COSTPLAN0524	MAY24 COSTPLAN	JE 05/31/24	03529553	125.92	0.00	1,007.36
GL 620605-5315	COSTPLAN0624	JUN24 COSTPLAN	JE 06/30/24	03529589	125.88	0.00	1,133.24
GL 620605-5315	COSTPLAN0724	JUL24 COSTPLAN	JE 07/31/24	03762520	105.17	0.00	1,238.41
GL 620605-5315	COSTPLAN0824	AUG24 COSTPLAN	JE 08/31/24	03688837	105.17	0.00	1,343.58
GL 620605-5315	COSTPLAN0924	SEPT24 COSTPLAN	JE 09/30/24	03688857	105.17	0.00	1,448.75
*****Total *OBJT 5315		COUNTY COST PLAN		DR	1,448.75	0.00	1,448.75
*****Total *BUDG 620605		YUCCA MOUNTAIN OVERSIGHT		DR-CR	40,915.96	779.96	40,136.00



# 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 3, 2024

Reference ID:  
2024-844

### Authorization for Recycling and Waste Management to Purchase a New Caterpillar Wheel Loader Public Works - Recycling & Waste Management ACTION REQUIRED

#### ITEM SUBMITTED BY

Teresa Elliott, Administrative Analyst

#### ITEM PRESENTED BY

Cap Aubrey, Assistant Public Works Director

#### RECOMMENDED ACTION:

- A) Declare Quinn Company of Lancaster, CA a sole-source provider of a 2025 Caterpillar Wheel Load; and  
B) Authorize the issuance of a purchase order in an amount not to exceed \$311,273.13, payable to Quinn Company of Lancaster, CA.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

On August 3, 2021, the Board approved a 5-year equipment replacement plan for replacing heavy equipment at the Inyo County landfills. Inyo County Recycling and Waste Management (RWM) is in need of a new wheel loader for use at the Lone Pine landfill. While our current loader is still operational, it is a critical piece of equipment subject to grueling conditions. If the Board approves this purchase, the new machine will be utilized at the Lone Pine landfill. The addition of this loader is needed at the Lone Pine Landfill as there are two operators and only one loader. The addition of the second loader will allow maintenance to be performed and the proper amount of equipment for staff.

The department is also requesting the Board approve the purchase from Quinn Company of Lancaster as a sole-source purchase. This is an extremely specialized piece of equipment and Caterpillar has a corner on the market. While there are some foreign competitors, the availability of parts and service for those machines is questionable. Additionally, RWM has four of these 938 Loaders that have quick disconnect attachments that only fit the Caterpillar 938. The staff have the training and Caterpillar software necessary to maintain Caterpillar-branded machinery. Purchasing the equipment from the Quinn Company in Lancaster comes as a result of Caterpillar allocating exclusive territories for their dealerships and Quinn Co. services for Inyo County.

#### FISCAL IMPACT:

Funding Source	Non-General Fund	Budget Unit	045700
Budgeted?	Yes	Object Code	5650
Recurrence	One-Time Expenditure	Sole Source?	Yes

If Sole Source, provide justification below

Inyo County's Solid Waste equipment fleet is all Caterpillar brand. While there are some foreign competitors, the availability of parts and service for those machines is questionable. The staff have the training and Caterpillar software necessary to maintain Caterpillar branded machinery. Purchasing equipment from the Quinn Company in Lancaster comes as a result of Caterpillar allocating exclusive territories for their dealerships and Quinn Co services Inyo County.

<b>Current Fiscal Year Impact</b>
Between December 3, 2024 and June 30, 2025 the total amount of \$311,273.13.
<b>Future Fiscal Year Impacts</b>
N/A
<b>Additional Information</b>

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Your Board could choose not to authorize the purchase of this loader at this time. This is not recommended, as given the age of the equipment currently in use, a major breakdown could substantially hinder operations at the Lone Pine landfill.

#### OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

None.

#### STRATEGIC PLAN ALIGNMENT:

High Quality Services | High Quality Government Services

#### APPROVALS:

Teresa Elliott	Created/Initiated - 11/1/2024
Darcy Ellis	Approved - 11/1/2024
Teresa Elliott	Approved - 11/4/2024
Breanne Nelums	Approved - 11/4/2024
Cap Aubrey	Approved - 11/6/2024
John Vallejo	Approved - 11/6/2024
Amy Shepherd	Approved - 11/6/2024
Nate Greenberg	Final Approval - 11/20/2024

#### ATTACHMENTS:

1. 2025 Caterpillar 938 Wheel Loader Quote



180921-01

Oct 31, 2024

INYO COUNTY SOLID WASTE  
Attention: Account Payable  
1360 N MAIN STREET  
BISHOP, California 93514

Attention: FRED AUBREY

Dear Sir,

We would like to thank you for your interest in our company and our products, and are pleased to quote the following for your consideration.

One (1) New Caterpillar Inc. Model: 938 Wheel Loader

**YEAR:** 2025

We wish to thank you for the opportunity of quoting on your equipment needs. This quotation is valid for 30 days, after which time we reserve the right to re-quote. If there are any questions, please do not hesitate to contact me.

Sincerely,

Daniel Eckels  
Machine Sales Representative

**One (1) New Caterpillar Inc. Model: 938 Wheel Loader****Standard Equipment****POWERTRAIN**

<p>Cat C7.1 ACERT engine</p> <ul style="list-style-type: none"> <li>-Auto Idle shut down feature</li> <li>-Auto Engine RPM</li> <li>-Power modes (Standard and Performance)</li> <li>-Power by range (High power in range 4)</li> <li>-Tier 4 final/Stage V compliant</li> <li>-Turbocharged and aftercooled</li> <li>-Filtered crankcase breather</li> <li>-Diesel particulate filter</li> <li>-Selective catalyst reduction</li> </ul> <p>Dry type air cleaner</p> <p>Coolant protection to -34C (-29F)</p> <p>Fuel priming pump, automatic</p> <p>Fuel Water separator</p> <p>Auto Differential lock in front axle</p> <p>Axle seal guards</p> <p>Enclosed wet disc full hydraulic brakes</p>	<p>Parking brake, electric</p> <p>Lubed for life driveshafts</p> <p>Hydrostatic transmission with electronic control</p> <ul style="list-style-type: none"> <li>-Operator modes(TC, Hystat, Single Pedal and Ice)</li> <li>-Directional shift aggressiveness (Fast, Medium, Slow)</li> <li>-Auto Rimpull control, adjust wheel torque</li> <li>-Creeper control, adjust ground speed</li> </ul> <p>Single plane cooling package wide 6 fins per inch density</p> <p>Hydraulically driven demand cooling fan</p> <p>S-O-S port,engine,coolant,transmission oil</p>
--	---

**HYDRAULICS**

<p>Automatic lift and bucket kickouts, adjustable in-cab</p> <p>Bucket and fork modes, adjustable in-cab</p> <p>Cylinder damping at kickout and mechanical end stops</p> <p>Fine mode control (fast, medium, slow) in Fork Mode</p> <p>Hydraulic response setting (fast,</p>	<p>medium, slow)</p> <p>Hydraulic diagnostic connectors and S-O-S ports</p> <p>Hydraulic sight gauge, visible</p> <p>Load sensing hydraulics and steering</p> <p>Seat mounted hydraulic joystick controls</p> <p>Cat Payload 250 hours of Demo</p>
--	--

**ELECTRICAL**

<p>Alternator, 115-amp, heavy duty</p> <p>12V power supply in cab (2)</p> <p>Batteries, 1,000 CCA (2) 24 volt system, disconnect switch</p> <p>Back up alarm</p> <p>Emergency shutdown switch</p> <p>LED rear stop and turn lights</p>	<p>Heavy duty gear reduction starter</p> <p>Product Link</p> <p>Remote jump start post</p> <p>Resettable main and critical function breakers</p> <p>Rooding lights front and rear</p>
--	---

**OPERATOR ENVIRONMENT**

<p>75 mm (3 in) retractable seatbelt</p> <p>Automatic temperature control</p> <p>Cab, enclosed ROPS/FOPS pressurized and sound suppressed</p> <p>Push to Start</p> <p>8 Inch Touch Screen</p>	<p>Sliding glass on the side windows</p> <p>Column mounted multi function control</p> <ul style="list-style-type: none"> <li>-lights, wipers, turn signal</li> </ul> <p>Suspension seat, fabric</p> <p>Tilt steering wheel</p> <p>Tinted front glass</p>
---	--

Jog Dial with Screen Control  
Programmable Joystick  
Cup holders  
External heated mirrors with lower parabolic  
Ground level cab door release  
Hydraulic control lockout  
Interior cab lighting, door  
Lunch box storage  
Operator warning system indicators  
Radio ready speakers  
Rear window defrost, electric  
Seat mounted electronic implement controls, adjustable

#### **OTHER STANDARD EQUIPMENT**

Large-access enclosure doors with adjustable close/open force  
Parallel lift loader linkage  
Recovery hitch with pin  
Remote mounted lubrication points

Wet arm wiper/washer, 2-speed and intermittent, front  
Wet arm wiper washer, rear  
Mounting Provision  
Gauges  
-Digital hour meter, odometer and tachometer  
-Digital ground speedometer and direction indicator  
-Engine coolant temperature gauge  
-Fuel and diesel exhaust fluid level indicator  
-Hydraulic oil temperature gauge

Vandalism protection-  
lockable compartments  
1000 hour Service Intervals  
(after initial 500)

**MACHINE SPECIFICATIONS**

938 SWL WASTE CFG2	633-0637
LANE 3 ORDER	0P-9003
PREP PACK, UNITED STATES	593-8900
PRODUCT LINK, CELLULAR PLE643	573-8455
STANDARD LIFT, COUPLER READY	593-8941
HYDRAULICS, STANDARD	536-5284
HYDRAULICS, 3V	593-8943
JOYSTICK 3V, STEERING WHEEL	593-8916
STEERING WHEEL, STANDARD	579-7718
DIFFERENTIAL, OPEN REAR	349-8014
ENVIRONMENT, MEDIUM DEBRIS	579-7722
WEATHER, STANDARD	579-7730
CAB, STANDARD	578-1363
AIR CONDITIONING, R134A REF	579-7735
ENGINE	593-8993
PUSH START, PASSCODE SECURITY	579-7738
CAMERA, REAR VIEW	579-7761
MIRRORS, HEAT, ELEC ADJUST	578-1409
SEAT, DELUXE, TILT AND TELE	593-8962
LIGHTS, STD, LED	590-8869
LIGHTS, ROADING, LED, RH	633-0598
STANDARD RADIO (12V)	590-8872
WINDSHIELD ACCESS STEPS, NONE	612-1012
TIRES,20.5R25TR TL538S+ ** L5	376-0819
FENDERS, DEFLECTORS	593-8959
CTWT, HEAVY,3770LBS,7PCS	467-7990
TOOLBOX AUX, NONE	519-8081
HYDRAULIC OIL, STANDARD	619-8439
SERIALIZED TECHNICAL MEDIA KIT	421-8926
LINES, AUX 3RD, NONE	536-5329
RIDE CONTROL	579-7697
BEACON, WARNING, STROBE, AMBER	600-3781
LIGHTS,WARNING,REVERSE STROBE	616-0040
MIRRORS, INTERNAL 1X REAR VIEW	596-5866
VISOR, INTERNAL, REAR	342-0215
GUARD, FRONT LIGHTS	631-8725
GUARD, REAR LIGHTS	377-1560
GUARD, TILT CYLINDER, STD LIFT	433-9751
GUARD, POWERTRAIN, LOWER	349-8165
GUARD, POWERTRAIN, SIDE	425-1425
GUARD, CRANKCASE	349-8163
GUARD, DRIVESHAFT	349-8164
GUARD, HITCH	391-1990
GUARD, STEERING CYLINDER	631-3992
PACK, DOMESTIC TRUCK	0P-0210
QUICK COUPLER,FUSION,EXT DUTY	579-9949
JUMPER LINES, NONE	536-5339
BUCKET-GP, 3.5 YD3, FUS, BOCE	345-2427
FILM GP, WASTE HANDLER	387-4096

---

Sell Price	\$389,385.78
Sourcewell Contract #020223-CAT	(\$90,977.76)
Freight, Prep, And Delivery	\$11,271.95
Additional Discount	(\$20,801.89)
<b>Net Balance Due</b>	<b>\$288,878.08</b>
Sales Tax (7.75%)	\$22,388.05
California State Tire Fee	\$7.00
<b>After Tax Balance</b>	<b>\$311,273.13</b>

---

**WARRANTY & COVERAGE**

Standard Warranty: 12 Months Full Machine  
Extended Coverage: 48 Month/7,000 Hour Powertrain, Hydraulic, and Tech

**F.O.B/TERMS:**  
Bishop Yard/NET 30

**ADDITIONAL CONSIDERATIONS**

- Machine ETA April 2025

Accepted by \_\_\_\_\_ on \_\_\_\_\_

\_\_\_\_\_  
Signature



# 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 3, 2024

Reference ID:  
2024-857

### Temporary Road Closure for Annual Tour of Independence Christmas Lights and Community Gathering Public Works ACTION REQUIRED

#### ITEM SUBMITTED BY

Jose Rodriguez, Engineering Technician

#### ITEM PRESENTED BY

Michael Errante, Public Works Director

#### RECOMMENDED ACTION:

Approve the temporary closure of Lily Alley between East Center Street and East Main Street in Independence to accommodate the Annual Tour of Christmas Lights and Community Gathering on December 21, 2024 from 2-11 p.m.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

Local community group PAWS is planning a Special Event to celebrate the Annual Tour of Independence Christmas Lights and host a community gathering in Lily Alley between East Main Street and East Center Street. The group has requested that the affected portion of the road be temporarily closed to accommodate the event.

#### FISCAL IMPACT:

There is no fiscal impact associated with this item.

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

The Board could choose not to approve the road closure. This is not recommended, as the roadways that will be closed are not heavily used, so minimal impacts are anticipated. If this were to occur, the Annual Independence Christmas Lights Gathering would need to identify an alternative location for the event.

#### OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

None.

#### STRATEGIC PLAN ALIGNMENT:

Thriving Communities | Quality Parks and Recreation Amenities

#### APPROVALS:

Jose Rodriguez  
Darcy Ellis  
Jose Rodriguez  
Michael Errante  
Nate Greenberg

Created/Initiated - 11/25/2024  
Approved - 11/25/2024  
Approved - 11/25/2024  
Approved - 11/26/2024  
Final Approval - 11/26/2024

**ATTACHMENTS:**

1. Special Event Permit Application



**ROAD DEPARTMENT**  
P.O. DRAWER Q – 168 N. EDWARDS STREET  
INDEPENDENCE, CA 93526  
PHONE: (760) 878-0201  
FAX: (760) 878-2001

**COUNTY  
OF  
INYO**

Michael Errante, Public Works Director  
Shannon Platt, Road Superintendent

**APPLICATION FOR A SPECIAL EVENT PERMIT**

PAWS

9/19/2024

Applicant/Permittee

Date

PO Box 504

Nate Reade

Address

Contact Person

760.258.6283

Independence, CA 93526

Phone

president@ovpaws.org

City/State/Zip Code

E-Mail

*(For County Use Only)*

Permit #: **SE24-17**

Fee: N/A

Receipt: N/A

Issue Date: 12/21/2024

Expires: 12/31/2024

By: Jose Rodriguez

PARADE ( )      DANCE ( )      RACE ( )      OTHER (x)

DESCRIBE THE EVENT IN DETAIL. INCLUDE MAP OR DRAWING.

Annual tour of Independence Christmas lights and community gathering. We would like to close a small  
portion of the alley behind the administrative center to traffic for the the safety of those gathering.

NAME OF ROAD (S) OR INYO COUNTY PROPERTY: Lily Alley between Main and Center Streets.

REQUESTED DATE (S) OF PERMIT: 12/21/2024

ROAD CLOSURE: YES (x) NO ( ) HOURS: 2:00pm am/pm to 11:00pm am/pm on 12 / 21 / 24

TRAFFIC CONTROL NEEDED: YES ( ) NO (x)

*(TRAFFIC CONTROL SHALL BE PROVIDED BY CHP OR INYO COUNTY SHERIFF)*

SPECIAL CONDITIONS:

## **PROCEDURE FOR OBTAINING A PERMIT TO HOLD PUBLIC EVENT ON COUNTY ROADS OR PROPERTIES UNDER COUNTY JURISDICTION**

Obtain an "**Application for Special Event Permit**" form from the Inyo County Department of Public Works.

Return the permit application, properly filled out, with event location and limits clearly defined. A sketch map, of a quality that is reproducible and showing all of the facilities, roads and/or properties to be involved in the event is required, if applicable. Event duration and time of start and finish must be stated, as well as, date of event.

A parade permit shall be obtained from the State (Caltrans) permit engineer if applicable.

The permit application should be returned to the County Department of Public Works, Independence at least thirty (30) days prior to the event date. The Department of Public Works must have time to prepare the permit and get it into the hands of the Permittee, the Highway Patrol, Inyo County Sheriff's Office, the Fire Department and all other agencies concerned.

Your permit when received has instructions that must be followed. The County is in no way obligated to take part in the preparations or clean-up of the event. An assist may be procured from the County or State for providing signs and barricades.

**Notification of request for County signs, barricades, and/or cones for special event must be 10 days in advance. If County equipment is requested there must be an event responsible party that can sign a COUNTY LOAN AGREEMENT. Please contact Travis Dean at 760-878-0203 to make arrangements to pick up/deliver equipment and sign the loan agreement. If you cannot reach Travis Dean please contact the Road Superintendent Shannon Platt at 760-873-4733 or 760-937-5136.**

Your local California Highway Patrol, Sheriff's Department, County and State road maintenance foremen and Fire Department must all be notified of your permit and the event program. Their cooperation in advising you of all requirements and assists can be expected and should be asked.

The County provides copies of the permit to the departments concerned as a courtesy. This does not relieve the Permittee of notifying the agencies listed.

Each insurance policy required above shall provide that coverage shall not be canceled, except with notice to Inyo County.

#### Waiver of Subrogation

Permittee hereby grants Inyo County a waiver of any right to subrogation which any insurer of said Permittee may acquire against Inyo County by virtue of the payment of any loss under said insurance. Permittee agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not Inyo County has received a waiver of subrogation from the insurer.

#### Acceptability of Insurers

Insurance is to be placed with insurers authorized to conduct business in the state with a current with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to Inyo County.

#### Verification of Coverage

Permittee shall furnish Inyo County with original Certificates of Insurance including all required amendatory endorsements (or copies of the applicable policy language effecting coverage required by this clause) and a copy of the Declarations and Endorsement Page of the CGL policy listing all policy endorsements to Inyo County before work begins. All certificates and endorsements are to be received and approved by Inyo County *at least five days* before Permittee commences activities.

#### Liquor Liability

If Permittee will be supplying alcoholic beverages, or if the event is "bring your own alcohol", the general liability insurance shall include host liquor liability coverage. If Permittee is using a caterer or other vendor to supply alcohol that vendor must have liquor liability coverage. If Permittee intends to sell alcohol either the Permittee or vendor providing the alcohol for sale must have a valid liquor sales license and liquor liability insurance covering the sale of alcohol.

#### Homeowners Insurance

In some cases, the Permittee's homeowner's liability insurance may provide coverage sufficient to meet these requirements. Permittee should provide these requirements to his or her agent to confirm and provide verification to Inyo County.

#### Special Events Coverage

Special events coverage is available from local insurance brokers and online insurance retailers for an additional fee to provide the liability insurance required by this agreement. Inyo County does not sell insurance.

#### Special Risks or Circumstances

Inyo County reserves the right to modify these requirements based on the nature of the risk, prior events, insurance coverage, or other special circumstances.

**LIMITATION OF INYO COUNTY'S LIABILITY**

The County of Inyo, its officers, agents and employees, including but not limited to the Director of Public Works, shall not be answerable, accountable or liable in any manner for injury to, or death of, any person resulting from activities conducted pursuant to this Permit, including but not limited to injuries to the permittee, persons employed by the permittee, persons acting on behalf of the permittee, or any other person, or for damage to property from any cause.

Permittee shall defend, indemnify, and hold harmless the County, its agents, officers, and employees from and against all claims, damages, losses, judgements, liabilities, expenses, and other costs, including litigation costs and attorney's fees, arising out of, resulting from, or in connection with, the use of the facilities or the activities of Permittee, or Permittee's guests, agents, officers, suppliers, subcontractors or employees. Permittee's obligation to defend, indemnify, and hold the County, its agents, officers, and employees harmless applies to any actual or alleged personal injury, death, or damage or destruction to tangible or intangible property, including the loss of use. Permittee's obligation under this paragraph extends to any claim, damage, loss, liability, expense, or other cost which is caused in whole or in part by any act or omission including negligence, gross negligence, recklessness or willful misconduct of the Permittee, or Permittee's guests, agents, officers, suppliers, subcontractors or employees, or anyone directly or indirectly employed by any of them, or anyone for whose acts or omissions any of them may be liable, except such loss or damage which is caused by the sole active negligence or willful misconduct of the County.

Permittee's obligation to defend, indemnify, and hold the County, its agents, officers, and employees harmless under the provisions of this paragraph is not limited to, or restricted by, any requirement in this Agreement for Permittee to procure and maintain a policy of insurance. Insurance Requirements are attached as Attachment 1.

**ACKNOWLEDGMENT AND AGREEMENT OF PERMITTEE**

Permittee has read and understands this permit application form and the terms and conditions herein and, as a condition of receiving the permit, agrees to the same.

PERMITTEE SIGNATURE:  DATE: 10-29-24

*County use only below this line*

INSURANCE APPROVED: YES (X) NO ( )

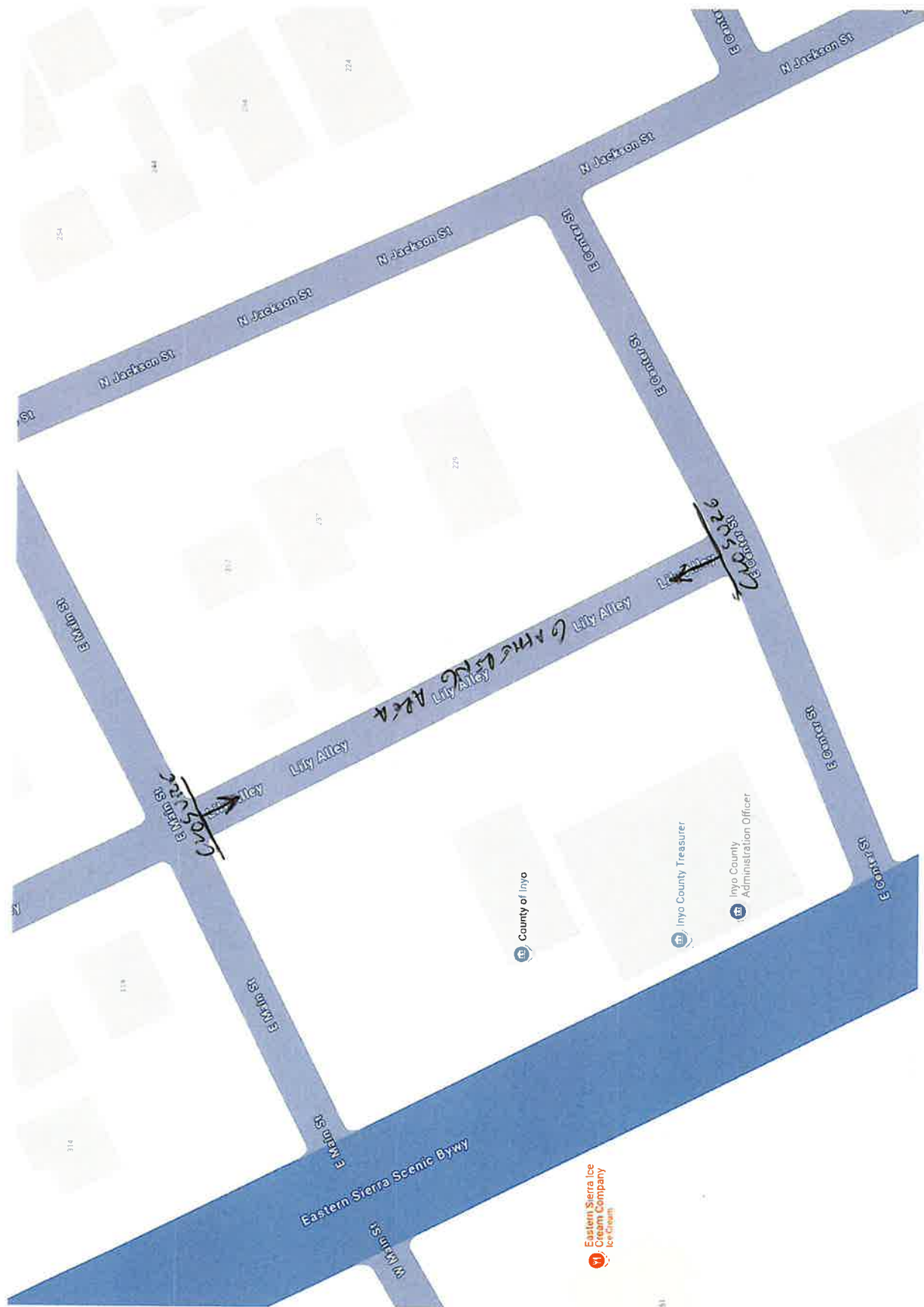
ATTACHMENTS: \_\_\_\_\_

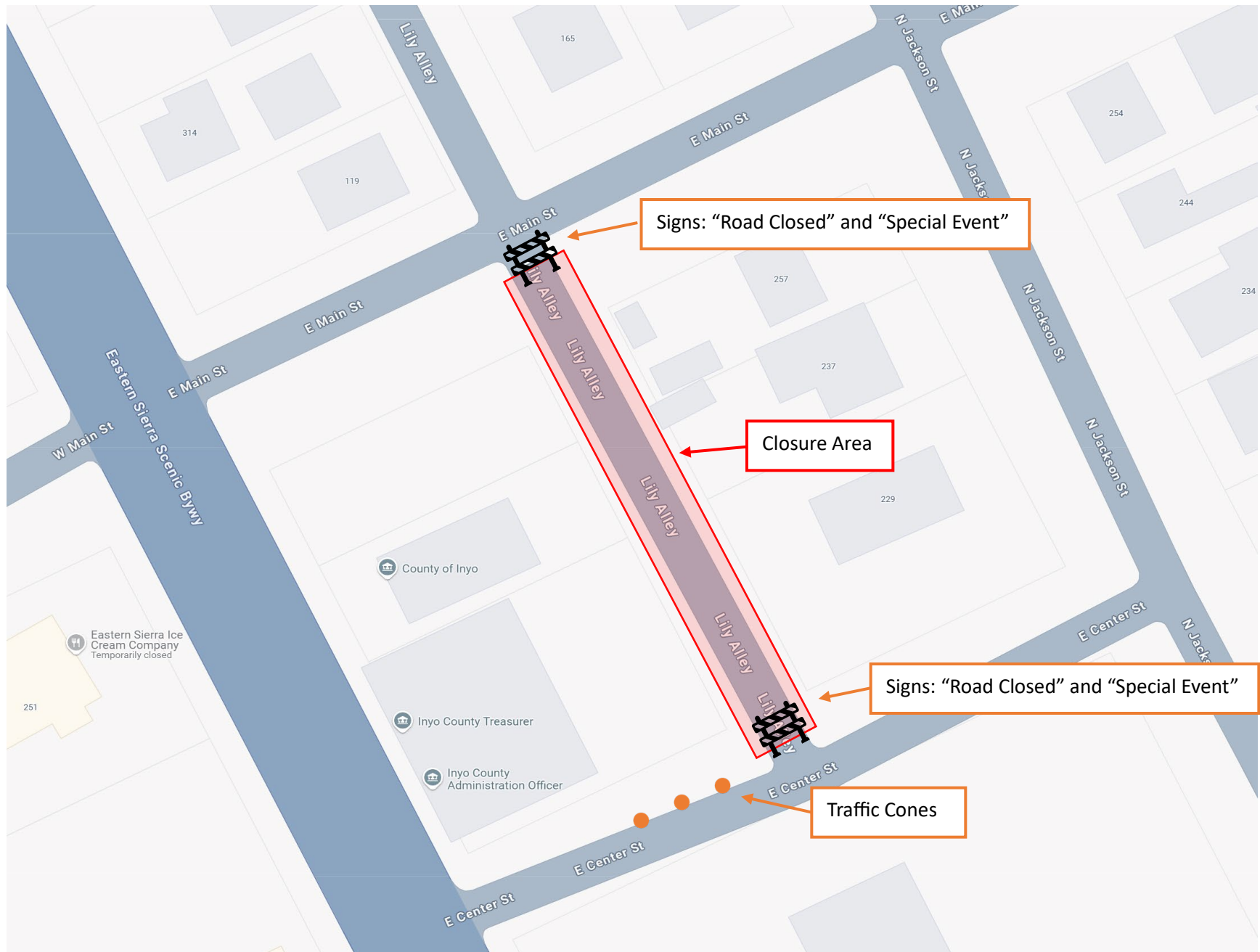
COPIES TO: \_\_\_\_\_

THIS PERMIT IS TO BE STRICTLY ENFORCED AND NO OTHER ENCROACHMENT OTHER THAN THAT SPECIFICALLY MENTIONED ABOVE IS AUTHORIZED.

APPROVED BY: Jose Rodriguez DATE: 10/30/2024

PERMIT NUMBER: SE24-17







# 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 3, 2024

Reference ID:  
2024-868

### Right of Entry for the Carroll Creek Road Bridge Replacement Project

#### Public Works

ACTION REQUIRED

#### ITEM SUBMITTED BY

Michael Errante, Public Works Director

#### ITEM PRESENTED BY

Michael Errante, Public Works Director

#### RECOMMENDED ACTION:

Approve the Right of Entry between the County of Inyo and the Los Angeles Department of Water and Power for construction of the Carroll Creek Road Bridge Replacement Project, and authorize the Director of Public Works to sign.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

The Carroll Creek Road Bridge Replacement Project is 100% funded through the Highway Bridge Program, a Federal Highway Administration (FHWA) program administered locally by Caltrans District 9. The project will replace the existing bridge, located 8 miles south of Lone Pine, which does not meet structural and safety standards. The new bridge will be constructed approximately 270 feet southeast of the existing bridge and will require the realignment of the approach roads in either direction. The roadway realignment impacts land managed by the Bureau of Land Management and land owned by the Los Angeles Department of Water and Power (LADWP).

In 2020 Inyo County submitted a request to LADWP for a highway easement deed for the proposed roadway realignment, and later a Letter of Non-Objection for the new bridge to cross the Los Angeles Aqueduct right-of-way, which was approved by your Board on June 7, 2022. Inyo County hired Bender Rosenthal Inc. to complete an appraisal of the required temporary construction access and permanent easement areas. Public Works submitted plat maps, legal descriptions and the appraisal, which determined the easements have a value of \$1,000, to LADWP.

Due to the long lead time for permanent easement deed acquisition, which has been ongoing since the request in 2020, the LADWP Real Estate Office has prepared a Right of Entry document. This document allows the County to move forward with construction, although it does have an element of risk, as it includes the wording that the "Right of Entry and the permission herein given may be revoked by LADWP at any time without cause for any reason or no reason at all by the giving of 180 days' written notice to Permittee." The Right of Entry process was used for the North Round Valley Bridge Project, and the County received the permanent easement earlier this year.

**FISCAL IMPACT:**

<b>Funding Source</b>	Grant Funded - Caltrans/FHWA Highway Bridge Program	<b>Budget Unit</b>	034601
<b>Budgeted?</b>	Yes	<b>Object Code</b>	5735
<b>Recurrence</b>	One-Time Expenditure	<b>Sole Source?</b>	N/A

If Sole Source, provide justification below

<b>Current Fiscal Year Impact</b>
\$674 for the Right of Entry, and \$1000 to open escrow for the permanent easement.
<b>Future Fiscal Year Impacts</b>
N/A
<b>Additional Information</b>

**ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:**

The Board could choose not to approve the Right of Entry, and direct staff to complete the permanent right-of-way acquisition prior to construction of the project. This is not recommended, as it will further delay the construction of this project, increasing construction costs.

**OTHER DEPARTMENT OR AGENCY INVOLVEMENT:**

None.

**STRATEGIC PLAN ALIGNMENT:**

**Thriving Communities** | Community Supporting Infrastructure Improvements

**Thriving Communities** | Enhanced Transportation Services

**High Quality Services** | Improved County Facilities

**APPROVALS:**

Ashley Helms	Created/Initiated - 11/7/2024
Darcy Ellis	Approved - 11/13/2024
Ashley Helms	Approved - 11/21/2024
Breanne Nelums	Approved - 11/21/2024
Grace Chuchla	Approved - 11/21/2024
John Vallejo	Approved - 11/25/2024
Amy Shepherd	Approved - 11/25/2024
Michael Errante	Approved - 11/26/2024
Nate Greenberg	Final Approval - 11/26/2024

**ATTACHMENTS:**

1. Right of Entry - Carroll Creek Road Bridge Replacement Project



BUILDING A STRONGER L.A.

Karen Bass, Mayor

Board of Commissioners

Richard Katz, President

George S. McGraw, Vice President

Nurit D. Katz

Mia Lehrer

Wilma J. Pinder

Chante L. Mitchell, Secretary

Janisse Quiñones, Chief Executive Officer and Chief Engineer

November 22, 2024

Mr. Michael Errante, Public Works Director  
County of Inyo  
P.O. Drawer Q  
Independence, CA 93526

Dear Mr. Errante:

Subject: Right of Entry – Carroll Creek Road Bridge Replacement Project

Enclosed is a Right of Entry granting the County of Inyo permission to enter City of Los Angeles property and commence construction of its Carroll Creek Road Bridge Replacement Project, located on Carroll Creek Road in Inyo County, approximately eight miles south of Lone Pine, California.

If the Right of Entry meets with your approval, please sign and return it to the Los Angeles Department of Water and Power, Owens Valley Real Estate – Right of Way Group, 300 Mandich Street, Bishop, California 93514-3449. After the Right of Entry has been approved, a fully executed copy will be returned to you.

If portions of this letter, or if clauses or particulars of the Right of Entry are not fully understood, please write to our office at the above address, or you may contact Ms. Susan Chudy, Real Estate Officer, at (760) 873-0367 or [susan.chudy@ladwp.com](mailto:susan.chudy@ladwp.com).

Sincerely,

Adam Perez  
Manager of Aqueduct

SRC/ED:fm  
Enclosures  
c: Ms. Susan Chudy

## RIGHT OF ENTRY

The LOS ANGELES DEPARTMENT OF WATER AND POWER (LADWP) hereby gives permission to the COUNTY OF INYO (hereinafter "County") to enter that certain City of Los Angeles (City) property located in Inyo County, California, as legally described and further shown on the attached Exhibit A, which is made a part hereof (hereinafter referred to as "Property"), to commence construction of the County's *Carroll Creek Road Bridge Replacement Project* (Project), which will realign Carroll Creek Road on the Property and build a new bridge over a portion of the Los Angeles Aqueduct right-of-way (Aqueduct).

WHEREAS, the County is requesting (1) to purchase a permanent easement for public roadway purposes over and across the Property identified in Exhibit A (Easement Parcel) for the purpose of realigning Carroll Creek Road, (2) obtain temporary use of the area as legally described and further shown on the attached Exhibit B (TCE Parcel) for temporary access, construction staging, and laydown, and (3) to abandon an existing bridge and construct a new bridge over a portion of the Aqueduct. Permission to access the Aqueduct for the Project has been given to the County in that certain Letter of Non-Objection for the Construction of Carroll Creek Bridge Over the Los Angeles Aqueduct Right-of-Way, as accepted by the County of Inyo Board of Supervisors on June 7, 2022 (Letter of Non-Objection); and

WHEREAS, LADWP may convey an interest in real estate only with the express written permission of the Board of Water and Power Commissioners (Board) and the Los Angeles City Council (City Council), in their sole discretion; and

WHEREAS, the County wishes to enter the Property to commence construction activities for the Project and requests this Right of Entry to keep the Project on schedule prior to the Board and City Council's consideration of and taking action on this matter, assuming all risks associated with such advance entry, including the risk that the Board or City Council may not review or approve the sale of the real property interests described herein, that this Right of Entry may be revoked, and that the County may be required to remove all improvements and restore the Property, at its sole cost and expense, in accordance with the terms and conditions of this Right of Entry; and

WHEREAS, the Project is in compliance with California Environmental Quality Act (CEQA) Guidelines Sections 15070-15075 (MND adopted on February 27, 2019). In accordance with CEQA, a Mitigated Negative Declaration (MND) was prepared to analyze the impacts associated with the construction and operation of the Project. On February 27, 2019, the Inyo County Planning Department, as the Lead Agency, filed a Notice of Determination with the Office of Planning and Research and approved the Project; and

WHEREAS, subject to approval of the Board and City Council, in their sole discretion, LADWP will transfer an easement over and across the Property to the County in a recordable Easement Deed of form and substance acceptable to the parties; and

WHEREAS, the County will abandon or otherwise relinquish the County's ownership interest and property rights in the existing bridge over the Aqueduct to the City, and will quitclaim the County's interest in that portion of Carroll Creek Road that is no longer required for County purposes, in a recordable Quitclaim Deed of form and substance acceptable to the parties; and

WHEREAS, LADWP finds that (1) the Property is not presently needed for LADWP purposes, and (2) the grant of this Right of Entry will not interfere with LADWP purposes.

NOW, THEREFORE, in consideration of the mutual covenants set forth herein, permission is given subject to the following conditions:

1. Permission: This Right of Entry shall not imply or confer any greater right or permission than LADWP has or can hereby lawfully give. The County's use of the Property shall be limited to the scope of the Project described herein and for no other purpose. The County will at all times exercise the permission herein given in such manner as will not interfere with LADWP's use of the Property for the purpose for which it is held, not inconsistent with the rights herein granted.
  - 1.1 Temporary Access: The TCE Parcel is to be used for temporary construction staging and laydown activities only and care shall be taken to minimize the disturbance to groundcover and other vegetation in the area. The County shall be responsible to restore this area to the satisfaction of LADWP.
2. Term: This Right of Entry shall commence upon full execution of this agreement and terminate upon transfer of an easement over and across the Property to the County, or within five years of the date of execution of this Right of Entry, whichever event occurs first.
3. Fees: County shall pay \$674 for this Right of Entry to commence construction of the Project. LADWP shall be compensated fair market value for the Easement Parcel and TCE Parcel to be purchased or used, respectively, by the County. The value was determined through appraisal by Bender Rosenthal Incorporated (Appraisal Report dated July 15, 2020). The County offered and LADWP agreed to accept the County's offer of \$1,000 for the Easement Parcel and TCE Parcel should the Board and City Council approve the sale of the Easement Parcel. The \$1,000 fee will be due 60 days after City Council approval.
4. Abandonment of Existing Bridge Crossing and Quitclaim of Roadway Easement After Completion of the Project: The County will abandon or otherwise relinquish to the City the County's ownership interest and property rights in the existing bridge crossing over the Aqueduct, and will quitclaim, to the City, the County's interest in that portion of an easement and right-of-way for public road purposes recorded February 9, 1976, on file in Official Records Book 216, Page 148, in the office of the County Recorder of Inyo County, that is no longer required for

County purposes, in a recordable Quitclaim Deed of form and substance acceptable to the parties.

5. Construction Obligations: All work shall be performed pursuant to the terms and conditions of this Right of Entry, the Construction Obligations contained in the Letter of Non-Objection, and the updated Contact Information notice to the County dated October 4, 2024.
6. Termination: Regardless of the manner or duration of use or occupancy of the Property and the Aqueduct by County, and regardless of the character of any work done or improvements made therein or thereon by County, this Right of Entry and the permission herein given may be revoked by LADWP at any time without cause for any reason or no reason at all by the giving of 180 days' written notice to County. Furthermore, this Right of Entry and the permission herein given may be immediately revoked by LADWP in the event of any failure or refusal on the part of County to comply with or perform any of the terms or conditions herein. Failure by LADWP to revoke this Right of Entry for noncompliance with or nonperformance of the terms or conditions by County shall not constitute a waiver of such rights or any of the terms or conditions herein.
7. Restoration: Upon expiration or any termination of this agreement, the County will be responsible for removing all improvements and restoring the Property to the satisfaction of LADWP. If LADWP determines that restoration has not been completed, LADWP may restore the Property entirely at the risk and sole cost and expense of the County. LADWP will bill the County for the full cost for said restoration and the County shall promptly pay LADWP for such restoration costs.
8. Compliance with Laws: All work done, pursuant to the terms of this agreement, shall be done in accordance with all applicable federal, state, local, or municipal laws, ordinances, statutes, permits, and regulations governing such work; and the provisions of such laws, ordinances, statutes, permits, and regulations are, by reference, made a part hereof as though incorporated verbatim herein. Furthermore, at the County's expense, the County shall be responsible for obtaining all required permits and environmental review necessary to use the Property under this agreement.
9. Insurance: The County shall furnish LADWP with evidence of insurance that conforms to the insurance requirements contained in the enclosed *Applicable Terms and Conditions - Insurance*, which specifically outlines the types and amounts of coverage required for this Right of Entry.

As a public entity, the County may satisfy this requirement through the use of a program of self-insurance. You may instruct your Insurance Broker to submit the required evidence of insurance documents using LADWP's Risk Management website at <https://www.ladwp.com/riskmanagement>. For further information or

questions, you may contact Risk Management at (213) 367-4007 or (213) 367-4680.

LADWP acknowledges the County's Self-Insured Status and accepts this status in lieu of commercial policies of insurance, and in satisfaction of all insurance requirements set forth below. The County will submit to LADWP a Statement of its Self-Insured Status. LADWP's acceptance of the County's Self-Insured Status in no way affects or limits its obligations as stated in the Indemnification clause of this Right of Entry. The County shall ensure that all of its contractors obtain and keep in force, during the term of this Right of Entry, insurance coverages applicable to the scope of work being performed.

10. Eminent Domain; Relocation: Nothing in this Right of Entry shall in any way constrain or be interpreted to waive any rights LADWP may have to object or put forth any defenses or challenges to any action to condemn the Property. County acknowledges that it is not entitled to relocation assistance or any other benefits under the Uniform Relocation Assistance Act or any other provisions of law upon the expiration or termination of this Right of Entry.
11. Assignment and Subletting: The County shall not assign, or otherwise transfer all or any part of its interest in this Right of Entry or the Property without the prior written consent of LADWP.
12. Water and Water Rights: There is excepted from this Right of Entry and reserved to the City all water and water rights, whether surface, subsurface, or of any other kind; and all water and water rights appurtenant or in anywise incident to the lands or real property covered by this agreement, or used thereon or in connection therewith, together with the right to develop, take, transport, control, regulate, and use all such water and water rights.

Unless otherwise stated herein, the County shall have no rights or entitlement to develop, take, transport, control, regulate, or use any water, whether surface, subsurface, or of any other kind, or infringe on the water rights of the City.

LADWP will except and reserve all water and water rights upon conveyance of the Easement Parcel.

13. Notices: Any notice to be given hereunder by either party to the other shall be in writing, and either served personally or sent by prepaid first-class mail. Any such notice shall be addressed as follows:

To LADWP:

Los Angeles Department of Water and Power  
Owens Valley Real Estate – Right of Way Group  
300 Mandich Street  
Bishop, California 93514-3449

To the County:

County of Inyo  
Attn: Mr. Michael Errante  
Public Works Director  
P.O. Drawer Q  
Independence, CA 93526

Or to such other address as LADWP and the County may hereafter designate by written notice. Notice shall be deemed communicated within twenty-four (24) hours from the time of mailing if mailed as provided in this section.

14. Indemnity:

14.1 General: The County acknowledges that it has inspected the Property, knows the condition thereof, and on behalf of itself, and its officers, employees, agents, contractors and sub-contractors of any tier, and all other persons acting or purporting to act on their behalf, and their successors, assigns, and sub-contractors undertakes and agrees to indemnify, and hold harmless the City of Los Angeles, LADWP, the Board, of Water and Power Commissioners of the City of Los Angeles, and all of their officers, employees, agents, assigns, and successors in interest (individually and collectively, "Indemnitees"), and at the option of LADWP, defend by counsel satisfactory to LADWP, the Indemnitees from and against any and all liens and claims of lien, suits, causes of action, claims, charges, damages (including, but not limited to, indirect, consequential, and incidental), demands, judgments, civil fines, penalties, or losses of any kind or nature whatsoever that are incurred by or asserted against the Indemnitees, for death, bodily injury, or personal injury to any person, including, but not limited to, the County's officers, employees, contractors and sub-contractors of any tier, customers, invitees, and agents, or other persons who enter onto the Property; or damage (including environmental damage) or destruction or loss of use of any property of either party hereto, or third persons in any manner arising by reason of, incident to, or connected in any manner to this Right of Entry or to the Property covered under this Right of Entry, regardless of any negligence on the part of Indemnitees, except for the sole negligence or willful misconduct of LADWP. It is the specific intent of this section that this Indemnification shall apply and be effective for all accidents, occurrences, and/or events occurring during the term of this Right of Entry that give rise to future claims, even if the actual claim comes against the Indemnitees after this Right of Entry has expired or terminated. This Indemnification shall be in addition to any other rights or remedies that Indemnitees have under law or under this Right of Entry. This section, and the obligations herein, shall survive the expiration or earlier termination of this Right of Entry.

- 14.2 Environmental: The County, on behalf of itself, and its officers, employees, agents, contractors and sub-contractors of any tier, and all persons acting or purporting to act on their behalf, and their successors, assigns, and sub-contractors, further undertakes and agrees to indemnify and hold harmless the Indemnitees, and at the option of LADWP, defend by counsel satisfactory to LADWP, the Indemnitees from and against any and all liens and claims of lien, suits, causes of action, claims, charges, damages, demands, judgments, civil fines, penalties (including, but not limited to, costs, expenses, and legal liability for environmental investigations, monitoring, containment, abatement, removal, repair, cleanup, restoration, remediation, penalties, and fines arising from the violation of any local, regional, state, or federal law, or regulation, disbursements, and other environmental response costs), or losses of any kind or nature whatsoever that are incurred by or asserted against the Indemnitees, for death, bodily injury or personal injury to any person, including the County's officers, employees, contractors and sub-contractors of any tier, customers, invitees, and agents, or other persons who enter onto the Property, or damage or destruction or loss of use of any property of either party hereto, or third persons in any manner arising by reason of, incident to, or connected in any manner to the acts, errors, omissions to act, willful misconduct, or non-performance or breach by the County of any term and/or condition of this Right of Entry, relating directly or indirectly to the release or spill of any pollutant, contaminant, hazardous waste or hazardous substance, resulting from or incident to the presence upon or performance of activities by the County or its officers, employees, contractors and sub-contractors of any tier, customers, invitees, and agents, or other persons acting or purporting to act on their behalf, or their successors or assigns, with respect to the Property regardless of any negligence on the part of Indemnitees, except for the sole negligence or willful misconduct of the LADWP. It is the specific intent of this section that this Indemnification shall apply and be effective for all accidents, occurrences, and/or events occurring during the term of this Right of Entry that give rise to future claims, even if the actual claim comes against the Indemnitees after this Right of Entry has expired or terminated. This Indemnification shall be in addition to any other rights or remedies that Indemnitees have under law or under this Right of Entry. This section, and the obligations herein, shall survive the expiration or earlier termination of this Right of Entry.
15. Costs: All work in connection with this Right of Entry and construction of Project described herein shall be done at the County's sole cost and expense and without cost or liability to LADWP and Indemnitees.
16. Surrender of Premises: During and upon expiration or any termination of this Right of Entry for whatever reason, the County shall be responsible, to the extent caused by or introduced onto the Property by the County, for any and all cleanup costs and expenses including, but not limited to, any fines, penalties, judgments, litigation costs, and attorneys' fees incurred as a result of any and all discharge,

leakage, spillage, emission of material which is, or becomes, defined as any pollutant, contaminant, hazardous waste or hazardous substance, under all federal, state, local, or municipal laws, rules, orders, regulations, statutes, ordinances, codes, decrees, or requirements of any governmental authority regulating, or imposing liability or standards of conduct concerning any pollutant, contaminant, hazardous waste or hazardous substance on, under, or about the Property, as now or may at any later time be in effect, including without limitation, the Comprehensive Environmental Response, Compensation and Liability Act of 1980 (42 USCS §§9601 et seq.); the Resource Conservation and Recovery Act of 1976 (42 USCS §§6901 et seq.); the Clean Water Act, also known as the Federal Water Pollution Control Act (33 USCS §§1251 et seq.); the Toxic Substances Control Act (15 USCS §§2601 et seq.); the Hazardous Materials Transportation Act (49 USCS §§5101 et seq.); the Federal Insecticide, Fungicide, Rodenticide Act (7 USCS §§136 et seq.); the Superfund Amendments and Reauthorization Act (42 USCS §§9601 et seq.); the Clean Air Act (42 USCS §§7401 et seq.); the Safe Drinking Water Act (42 USCS §§300f et seq.); the Solid Waste Disposal Act (42 USCS §§6901 et seq.); the Surface Mining Control and Reclamation Act (30 USCS §§1201 et seq.); the Emergency Planning and Community Right to Know Act (42 USCS §§11001 et seq.); the Occupational Safety and Health Act (29 USCS §§651 et seq.); the California Underground Storage of Hazardous Substances Act (H&SC §§25280 et seq.); the Carpenter-Presley-Tanner Hazardous Substance Account Act (H&SC §§25300 et seq.); the California Hazardous Waste Control Act (H&SC §§25100 et seq.); the California Safe Drinking Water and Toxic Enforcement Act (H&SC §§25249.5 et seq.); and the Porter-Cologne Water Quality Control Act (Wat. C. §§13000 et seq.); together with any amendments of or regulations promulgated under the statutes cited above and any other federal, state, or local law, statute, ordinance, or regulation now in effect or later enacted that pertains to any pollutant, contaminant, hazardous waste or hazardous substances on, under, or about the premises, including ambient air, soil, soil vapor, groundwater, surface water, or land use. Said cleanup shall be accomplished to the satisfaction of LADWP and any governmental body having jurisdiction there over. This section, and the obligations herein, shall survive the expiration or earlier termination of this Right of Entry.

17. City of Los Angeles Ordinance Provisions:

17.1 Non-Discrimination: During the term of this Right of Entry, the County shall not discriminate in its employment practices against any employee or applicant for employment because of race, religion, national origin, ancestry, sex, sexual orientation, age disability, marital status, domestic partner status, or medical condition. Any subcontracts shall contain a like nondiscrimination clause. The applicable provisions of Executive Order No. 11246 of September 24, 1965; Part 60-741 of 41 CFR pertaining to handicapped workers, including 60-741.4 Affirmative Action Clause; and Sections 10.8 to 10.13 of the Los Angeles Administrative Code pertaining to nondiscrimination in employment in the performance of City contracts are

incorporated herein by reference and made a part hereof as if they were fully set forth herein.

- 17.2 Affirmative Action Plan: the County shall have, as per Los Angeles Administrative Code Section 10.8.4, an Affirmative Action Plan on file with the Director of Corporate Purchasing Services. The County's plan shall be submitted on LADWP's form, available from the Director of Corporate Purchasing Services.
- 17.3 Child Support Assignment Orders: the County shall comply with Section 10.10, of the Los Angeles Administrative Code. LADWP requires all permittees and their subcontractors entering into a contract with LADWP to comply with all reporting requirements and court-ordered wage earning assignments.
- 17.4 Service Contractor Worker Retention Ordinance and Living Wage Ordinance: Under provisions of Section 10.36 et seq., and Section 10.37 et seq. of the Los Angeles Administrative Code, all employers (except where specifically exempted) under contracts primarily for the furnishing of services to or for LADWP and that involve an expenditure in excess of \$25,000 and a contract term of at least three months; leases; use permits; licenses; or, certain recipients of LADWP financial assistance, shall comply with all applicable provisions of the Ordinances. LADWP shall have the authority, under appropriate circumstances, to terminate the contract and otherwise pursue legal remedies that may be available, if LADWP determines that the subject contractor or financial recipient violated the provisions of the referenced Code Section.
- 17.5 Equal Benefits Ordinance: This Right of Entry is subject to Section 10.8.2.1 of the Los Angeles Administrative Code related to equal benefits to employees. The County agrees to comply with the provisions of Section 10.8.2.1.
- 17.6 Equal Employment Practices Ordinance: This Right of Entry is subject to Section 10.8.3 of the Los Angeles Administrative Code related to equal employment practices. The County agrees to comply with the provisions of Section 10.8.3.
- 17.7 Slavery Disclosure Ordinance: This Right of Entry is subject to the applicable provisions of the Slavery Disclosure Ordinance (SDO) Section 10.41, et seq., of the Los Angeles Administrative Code. Unless otherwise exempt in accordance with the provisions of this Ordinance, the County certifies that it has complied with the applicable provisions of the Ordinance. Under the provisions of Section 10.41.2(b) of the Los Angeles Administrative Code, LADWP has the authority, under appropriate circumstances, to terminate this Right of Entry and otherwise pursue legal remedies that may be available to LADWP if it determines that the County

failed to fully and accurately complete the SDO affidavit or otherwise violated any provision of the SDO.

17.8 Prevailing Wages:

17.8.1 To the extent applicable, the County shall pay or cause to be paid to all workers employed in connection with the construction of the improvements, not less than the prevailing rates of wages, as provided in the statutes applicable to City public work contracts, including without limitation Sections 1770-1780 of the California Labor Code.

17.8.2 If federal funds were at any time used in the acquisition of this land or will be used in connection with the construction of any improvements, the County shall comply with or cause its general contractor and all subcontractors to comply with the requirements of the Davis-Bacon Act (40 U.S.C. 276 et. seq.). The Davis-Bacon Act requires the payment of wages to all laborers and mechanics at a rate not less than the minimum wage specified by the Secretary of Labor in periodic wage rate determinations as described in the Federal Labor Standards Provisions (HUD-4010). In the event both State Prevailing wages and Davis-Bacon Act wages will be required, all works shall be paid at the higher of the two wages.

17.8.3 Prior to the commencement of construction, and as soon as practicable in accordance with the applicable Schedule of Performance, the County shall contact the City to schedule a preconstruction orientation meeting with the County and with the general contractor to explain such matters as the specific rates of wages to be paid to workers in connection with the construction of the improvements, preconstruction conference requirements, record keeping and reporting requirements necessary for the evaluation of the County's compliance with this section.

17.8.4 The County shall monitor and enforce any applicable prevailing wage requirements imposed on its contractors and subcontractors, including withholding payments to those contractors or subcontractors who violate these requirements. In the event that the County fails to monitor or enforce these requirements against any contractor or subcontractor, the County shall be liable for the full amount of any underpayment of wages, plus costs and attorney's fees, as if the County was the actual employer, and the City or the State Department of Industrial Relations may withhold monies owed, may impose penalties on the County in the amounts specified herein, may take action directly against the contractor or subcontractor as permitted by law, and/or may declare the County in default of this Right of Entry and thereafter pursue any of the remedies available under this Right of Entry.

17.8.5 The County agrees to include, or cause to be included, the above provisions in all bid specifications for work covered under this Right of Entry.

17.8.6 The County shall indemnify, hold harmless and defend (with counsel reasonably acceptable to the City) the Indemnitees against any claim for damages, compensation, fines, penalties or other amounts arising out of the failure or alleged failure of any person or entity (including the County, its contractor and subcontractors) to pay prevailing wages as determined pursuant to California Labor Code Sections 1720 et seq. and implementing regulation or comply with the other applicable provisions of California Labor Code Sections 1720 et seq. and implementing regulations of the State Department of Industrial Relations in connection with construction of the improvements or any other work undertaken or in connection with the Right of Entry. This indemnity shall apply whether occurring during the term of this Right of Entry and any time thereafter, and shall be in addition to any other rights or remedies which Indemnitees have under law or under this Right of Entry. This section and the obligations herein, shall survive the expiration or earlier termination of this Right of Entry.

17.9 Amendments to Ordinances and Codes: The obligation to comply with the aforementioned Ordinances and Los Angeles Administrative Code Sections, which have been incorporated into this Right of Entry by reference, shall extend to any amendments, which may be made to those Ordinances and Administrative Code Sections during the term of this Right of Entry.

18. Governing Law and Venue: This Right of Entry shall be interpreted, governed by, and construed under the laws of the State of California and venue shall lie in the County of Los Angeles.

19. No Third Party Beneficiaries: The parties do not intend to create rights in or grant remedies to any third party as a beneficiary of this Right of Entry or the permission granted herein, or of any duty, covenant, obligation, or undertaking established under this Right of Entry.

20. Executed in Counterpart: This Right of Entry may be executed in any number of counterparts and by different parties hereto in separate counterparts, each of which when so executed shall be deemed to be an original and all of which taken together shall constitute one and the same instrument.

The person executing this Right of Entry hereby represents and warrants that they are duly authorized by the party or entity they represent to execute this Right of Entry on behalf of the party or entity.

By execution of this Right of Entry, each party hereby acknowledges the receipt and acceptance of the terms and conditions of this Right of Entry.

County of Inyo  
Department of Public Works

Date: \_\_\_\_\_ By: \_\_\_\_\_  
Michael Errante  
Public Works Director

**DEPARTMENT OF WATER AND POWER  
OF THE CITY OF LOS ANGELES**

By signing below, the signatories attest that they have no personal, financial, beneficial, or familial interest in this contract.

By: \_\_\_\_\_  
JANISSE QUIÑONES  
Chief Executive Officer and Chief Engineer

APPROVED:

\_\_\_\_\_  
Milad Taghavi  
Director of Water Operations Division

\_\_\_\_\_  
Date

## APPLICABLE TERMS AND CONDITIONS - INSURANCE

**Additional Insured Status Required:** County of Inyo (hereinafter referred to as "County") shall procure at its own expense, and keep in effect at all times during the term of this Right of Entry the types and amounts of insurance specified in the *Contract Insurance Requirements*. The specified insurance shall also, either by use of an Acord certificate of insurance accompanied with the required specific endorsement listing the Los Angeles Department of Water and Power (LADWP), or by use of the City of Los Angeles' (City) own endorsement form, include and insure City, its Department of Water and Power, its Board of Commissioners (hereinafter referred to as "Board"), and all of its officers, employees and agents, their successors and assigns, as Additional Insureds against the area of risk described herein as respects the County's negligent acts, errors, or omissions in its performance of the Right of Entry, hereunder or other related functions performed by or on behalf of the County. Such insurance shall not limit or qualify the liabilities and obligations of the County assumed under the Right of Entry.

**Separation of Insured's Interest and Cross Liability Required:** Each specified insurance policy shall contain a Separation of Interest and Cross Liability clause and a Contractual Liability Endorsement which shall also apply to liability assumed by the County under this Right of Entry.

**Primary and Non-Contributory Insurance Required:** All such insurance shall be Primary and Noncontributing with any other insurance held by LADWP where liability arises out of or results from the negligent acts, errors or omissions of County, its agents, employees, officers, assigns, or any person or entity acting for or on behalf of the County. Any insurance carried by LADWP which may be applicable shall be deemed to be excess insurance, and the County's insurance is primary for all purposes despite any conflicting provision in the County's policies to the contrary.

**Proof of Insurance for Renewal or Extension Required:** The County shall provide evidence of the required insurance at least ten (10) days after the expiration date of any of the policies required on the attached *Contract Insurance Requirements*, showing that the insurance coverage has been renewed or extended and shall be filed with LADWP.

**Submission of Acceptable Proof of Insurance and Notice of Cancellation:** The County shall provide proof to LADWP's Risk Manager of all specified insurance and related requirements using either an Acord certificate accompanied with the required specific endorsement listing LADWP in the policy schedule, or by use of City's own endorsement form. Any other written evidence of insurance must be acceptable to the Risk Manager. The documents evidencing all specified coverages shall be filed with LADWP prior to the County occupying the premises hereunder. Said proof shall contain at a minimum, the applicable policy number, the inclusive dates of policy coverages, the date the protection begins for LADWP, and the insurance carrier's name. It shall provide that such insurance shall not be subject to cancellation, material reduction in coverage or non-renewal except after written notice by first class or electronic mail to the LADWP Risk Management Section at least thirty (30) calendar days prior to the effective date thereof. The County shall furnish LADWP with evidence of insurance that conforms to the insurance requirements contained in the enclosed Applicable Terms and Conditions and Contract Insurance Requirements, hereto and made a part hereof, which specifically outlines the types and amounts of coverage required for this Right of Entry. You may instruct your Insurance Broker to submit the required evidence of insurance documents using LADWP's Risk Management website at <https://www.ladwp.com/riskmanagement>. For further information or questions, you may contact Risk Management at (213) 367-4007 or (213) 367-4680.

**Claims-Made Insurance Conditions:** Should any portion of the required insurance be on a "Claims Made" policy, the County shall, at the policy expiration date, provide evidence that the "Claims Made" policy has been renewed or replaced with a retroactive effective date to the policy

in place at the inception of the Right of Entry with the same limits, terms and conditions of the expiring policy.

**Failure to Maintain and Provide Proof as Cause for Termination:** After prior notices have been provided, failure to maintain and provide acceptable evidence of the required insurance for the required period of coverage shall constitute a breach of the Right of Entry, upon which LADWP may immediately terminate or suspend the Right of Entry.

**Sub-Contractor Compliance:** The County shall be responsible for all invitees and sub-contractors. The County shall require all invitees and sub-contractors performing any work to maintain insurance limits in accordance with the County's standard agreements with such sub-contractors.

**CONTRACT INSURANCE REQUIREMENTS -- DEPARTMENT OF WATER AND POWER**  
**For Contractors, Service Providers, Vendors, and Tenants**

Agreement/Activity/Operation: ROE - Carroll Creek Road Bridge Replacement Project  
Reference/Agreement: CERTIFICATE ACCEPTABLE w/required scheduled endorsements  
Term of Agreement: \_\_\_\_\_  
RE Officer: Sue Chudy  
Phone Number: \_\_\_\_\_

- o Contract-required types and amounts of insurance as indicated below by checkmark are the minimum which must be maintained. All limits are Combined Single Limit (Bodily Injury/Property Damage) unless otherwise indicated.
- o Firm 30 day Notice of Cancellation required.
- o All required scheduled endorsements must be physically attached to all requested certificates of insurance and not substituted by referring to such coverage on the certificate of insurance.

**PER OCCURRENCE LIMITS**

- (☒) WORKERS' COMPENSATION(Stat. Limits)/Employer's Liability: ( \$1,000,000.00 )
- |   |  |
|---|--|
| ( <input checked="" type="checkbox"/> ) CA / All States Endorsement | ( ) US L&H (Longshore and Harbor Workers)    |
| ( ) Jones Act (Maritime Employment)                                 | ( ) Outer Continental Shelf                  |
| ( <input checked="" type="checkbox"/> ) Waiver of Subrogation       | ( ) Black Lung (Coal Mine Health and Safety) |
| ( ) Other: _____  | ( ) Other: _____                             |
- (☒) AUTOMOBILE LIABILITY: ( \$1,000,000.00 )
- |   |  |
|---|--|
| ( <input checked="" type="checkbox"/> ) Owned Autos | ( ) Any Auto   |
| ( <input checked="" type="checkbox"/> ) Hired Autos | ( <input checked="" type="checkbox"/> ) Non-Owned Auto     |
| ( ) Contractual Liability                           | ( <input checked="" type="checkbox"/> ) Additional Insured |
| ( ) MCS-90 (US DOT)                                 | ( ) Trucker's Form   |
| ( ) Waiver of Subrogation                           | ( ) Other: _____   |
- (☒) GENERAL LIABILITY: ( ) Limit Specific to Project ( ) Per Project Aggregate ( \$5,000,000.00 )
- |   |   |  |
|---|---|--|
| ( <input checked="" type="checkbox"/> ) Property Damage         | ( <input checked="" type="checkbox"/> ) Contractual Liability   | ( <input checked="" type="checkbox"/> ) Personal Injury                        |
| ( <input checked="" type="checkbox"/> ) Premises and Operations | ( <input checked="" type="checkbox"/> ) Products/Completed Ops. | ( <input checked="" type="checkbox"/> ) Independent Contractors                |
| ( ) Fire Legal Liability  | ( ) Garagekeepers Legal Liab.                                   | ( ) Child Abuse/Molestation  |
| ( ) Corporal Punishment   | ( <input checked="" type="checkbox"/> ) Collapse/Underground    | ( ) Explosion Hazard   |
| ( ) Watercraft Liability  | ( ) Pollution   | ( <input checked="" type="checkbox"/> ) Addition Insured Status                |
| ( <input checked="" type="checkbox"/> ) Waiver of Subrogation   | ( ) Airport Premises  | ( ) Hangarkeepers Legal Liab.  |
| ( ) Marine Contractors Liability                                | ( ) Other: _____  | ( <input checked="" type="checkbox"/> ) Other: <u>Crane/Rigger's Liability</u> |
- ( ) PROFESSIONAL LIABILITY: ( )
- |                           |                               |                           |
|---------------------------|-------------------------------|---------------------------|
| ( ) Contractual Liability | ( ) Waiver of Subrogation     | ( ) 3 Year Discovery Tail |
| ( ) Additional Insured    | ( ) Vicarious Liability Endt. | ( ) Other: _____          |
- ( ) AIRCRAFT LIABILITY: ( )
- |                                  |                           |                                |
|----------------------------------|---------------------------|--------------------------------|
| ( ) Passenger Per Seat Liability | ( ) Contractual Liability | ( ) Hull Waiver of Subrogation |
| ( ) Pollution                    | ( ) Additional Insured    | ( ) Other: _____               |
- ( ) PROPERTY DAMAGE: ( ) Loss Payable Status (AOIMA) ( )
- |                                     |                                   |                                  |
|-------------------------------------|-----------------------------------|----------------------------------|
| ( ) Replacement Value               | ( ) Actual Cash Value             | ( ) Agreed Amount                |
| ( ) All Risk Form                   | ( ) Named Perils Form             | ( ) Earthquake: _____            |
| ( ) Builder's Risk:\$ _____         | ( ) Boiler and Machinery          | ( ) Flood: _____                 |
| ( ) Transportation Floater:\$ _____ | ( ) Contractors Equipment\$ _____ | ( ) Loss of Rental Income: _____ |
| ( ) Scheduled Locations/Propt.      | ( ) Other: _____                  | ( ) Other: _____                 |
- ( ) WATERCRAFT: ( )
- |                              |                  |                        |
|------------------------------|------------------|------------------------|
| ( ) Protection and Indemnity | ( ) Pollution    | ( ) Additional Insured |
| ( ) Waiver of Subrogation    | ( ) Other: _____ | ( ) Other: _____       |
- ( ) POLLUTION: ( )
- |                           |                            |                        |
|---------------------------|----------------------------|------------------------|
| ( ) Incipient/Long Term   | ( ) Sudden and Accidental  | ( ) Additional Insured |
| ( ) Waiver of Subrogation | ( ) Contractor's Pollution | ( ) Other: _____       |
- ( ) CRIME: ( ) Joint Loss Payable Status ( ) Additional Insured ( )
- |                         |                                |                                 |
|-------------------------|--------------------------------|---------------------------------|
| ( ) Fidelity Bond       | ( ) Financial Institution Bond | ( ) Loss of Monies/Securities   |
| ( ) Employee Dishonesty | ( ) In Transit Coverage        | ( ) Wire Transfer Fraud         |
| ( ) Computer Fraud      | ( ) Commercial Crime           | ( ) Forgery/Alteration of Docs. |
| ( ) Other: _____        | ( ) Other: _____               |                                 |
- ( ) ASBESTOS LIABILITY: ( ) Additional Insured ( )

## Exhibit A

### EXHIBIT "A"

#### ROADWAY EASEMENT

ALL THAT REAL PROPERTY SITUATE IN THE NORTHWEST ONE-QUARTER OF THE NORTHEAST ONE-QUARTER OF SECTION 2, TOWNSHIP 17 SOUTH, RANGE 36 EAST, M.D.B & M., LOCATED IN INYO COUNTY, STATE OF CALIFORNIA, BEING A PORTION OF THE PARCEL DESCRIBED IN THE DEED RECORDED ON DECEMBER 21, 1931 IN BOOK 24 AT PAGE 287, OFFICIAL RECORDS OF INYO COUNTY, MORE PARTICULARLY DESCRIBED AS FOLLOWS:

**BEGINNING** AT A POINT FROM WHICH THE NORTHEAST CORNER OF SAID SECTION 2 BEARS NORTH 59° 53' 42" EAST, 1934.00 FEET; THENCE NORTH 04° 30' 05" WEST, 40.00 FEET; THENCE NORTH 85° 29' 55" EAST, 351.04 FEET, MORE OR LESS, TO THE EAST LINE OF SAID PARCEL, SAID EAST LINE ALSO BEING THE EAST LINE OF THE NORTHWEST QUARTER OF THE NORTHEAST QUARTER OF SAID SECTION 2; THENCE ALONG SAID EAST LINE, SOUTH 00° 42' 23" EAST, 80.18 FEET; THENCE LEAVING SAID EAST LINE, SOUTH 85° 29' 55" WEST, 345.74 FEET; THENCE NORTH 04° 30' 05" WEST, 40.00 FEET TO THE **POINT OF BEGINNING**.

**EXCEPTING** THEREFROM ANY PORTION THAT LIES WITHIN THE PARCEL DESCRIBED IN THE EASEMENT DEED RECORDED FEBRUARY 9, 1976 IN VOLUME 216 AT PAGE 148, OFFICIAL RECORDS OF INYO COUNTY.

CONTAINING A TOTAL OF 17,949 SQUARE FEET, MORE OR LESS.

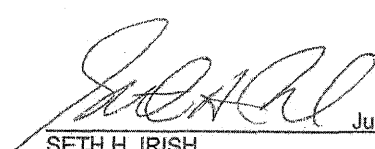
THE BASIS OF BEARINGS FOR THIS DESCRIPTION IS THE CALIFORNIA COORDINATE SYSTEM OF 1983, ZONE 4 (EPOCH 2010.00), AS DETERMINED BY TIES BETWEEN NATIONAL GEODETIC SURVEY HPGN HORIZONTAL CONTROL STATIONS "Q 1380" (PID - GS0616) AND "V 1407" (PID - GT1776) AND TAKEN AS NORTH 12° 27'37" WEST.

ALL DISTANCES DESCRIBED HEREIN ARE GROUND DISTANCES.

SEE EXHIBIT "B" ATTACHED HERETO AND MADE A PART HEREOF BY THIS REFERENCE.

THIS DESCRIPTION WAS PREPARED UNDER MY DIRECTION IN CONFORMANCE WITH SECTION 8726 OF THE BUSINESS AND PROFESSIONS CODE OF THE STATE OF CALIFORNIA.

APN 029-100-07-00 PORTION.

  
SETH H. IRISH  
PLS 5922

June 24, 2021  
DATE



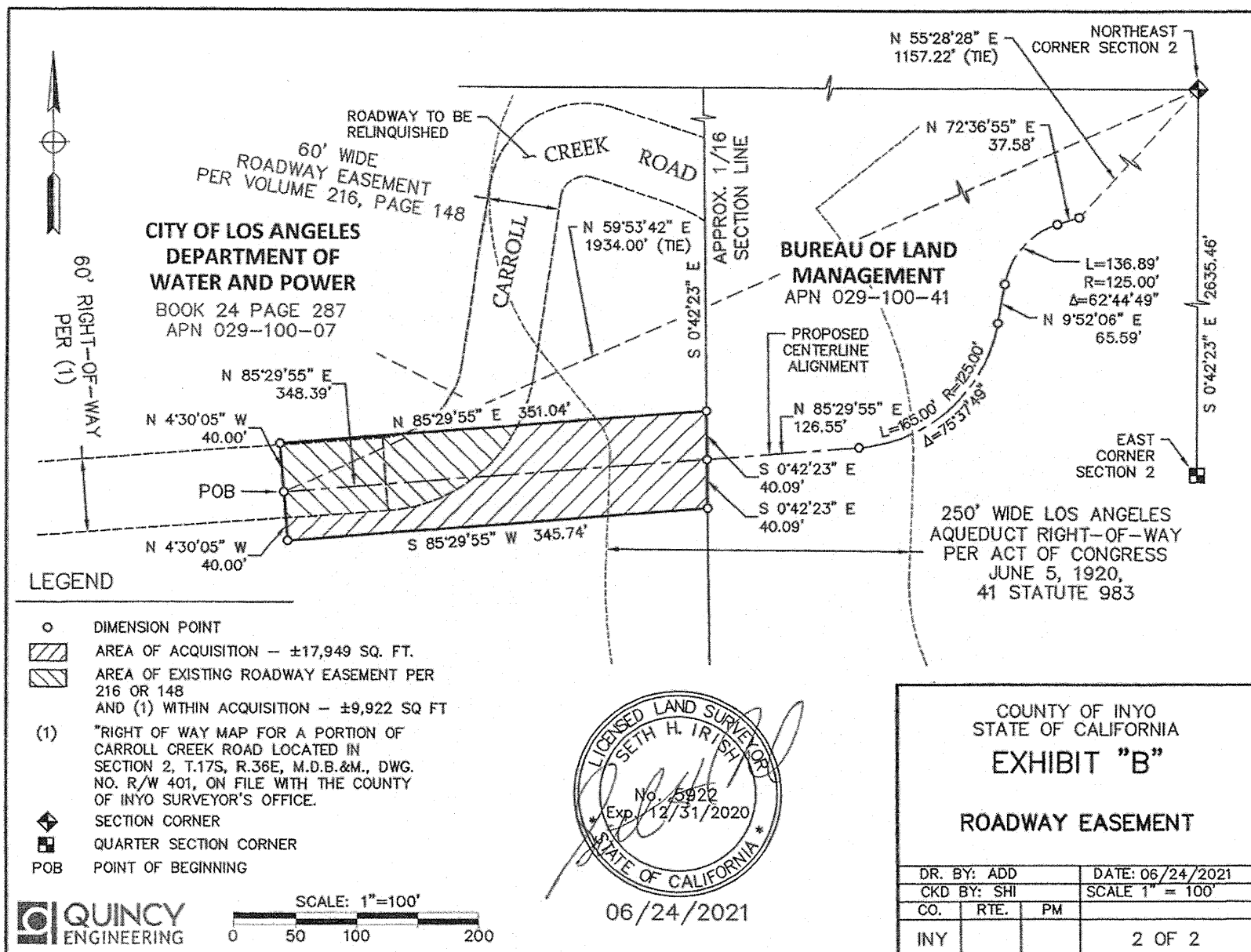


Exhibit A

## Exhibit B

### EXHIBIT "A"

#### TEMPORARY CONSTRUCTION STAGING AND LAYDOWN AREA EASEMENT

ALL THAT REAL PROPERTY SITUATE IN THE NORTHEAST ONE-QUARTER OF THE NORTHEAST ONE-QUARTER OF SECTION 2, TOWNSHIP 17 SOUTH, RANGE 36 EAST, M.D.B & M., LOCATED IN INYO COUNTY, STATE OF CALIFORNIA, BEING A PORTION OF THE PARCEL DESCRIBED IN THE DEED RECORDED ON DECEMBER 21, 1931 IN BOOK 24 AT PAGE 287, OFFICIAL RECORDS OF INYO COUNTY, MORE PARTICULARLY DESCRIBED AS FOLLOWS:

**COMMENCING** AT A POINT FROM WHICH THE NORTHEAST CORNER OF SAID SECTION 2, BEARS NORTH 59° 53' 42" EAST, 1934.00 FEET; THENCE NORTH 04° 30' 05" WEST, 40.00 FEET; THENCE NORTH 85° 29' 55" EAST, 195.66 FEET, MORE OR LESS, TO THE **POINT OF BEGINNING**, SAID POINT BEING AT THE INTERSECTION OF THE EASTERLY EASEMENT OF CARROLL CREEK ROAD (60 FEET WIDE), SAID EASEMENT RECORDED FEBRUARY 9, 1976 IN BOOK 216, PAGE 148, OFFICIAL RECORDS OF INYO COUNTY; THENCE ALONG A NON-TANGENT CURVE, CONCAVE TO THE NORTHWEST, WITH A RADIAL BEARING OF SOUTH 62° 56' 35" EAST, A RADIUS OF 130.00 FEET, A DELTA ANGLE OF 18° 37' 23" AND A CURVE LENGTH OF 42.25 FEET; THENCE CONTINUING ALONG SAID EASEMENT LINE, NORTH 08° 26' 03" EAST 89.86 FEET; THENCE LEAVING SAID EASEMENT LINE, SOUTH 12° 33' 13" EAST, 127.78 FEET TO A POINT IN THE PROPOSED RIGHT OF WAY FOR CARROLL CREEK ROAD; THENCE ALONG SAID RIGHT OF WAY LINE, SOUTH 85° 29' 55" WEST, 53.94 FEET TO THE **POINT OF BEGINNING**.

CONTAINING A TOTAL OF 3,058 SQUARE FEET, MORE OR LESS.

THE BASIS OF BEARINGS FOR THIS DESCRIPTION IS THE CALIFORNIA COORDINATE SYSTEM OF 1983, ZONE 4 (EPOCH 2010.00), AS DETERMINED BY TIES BETWEEN NATIONAL GEODETIC SURVEY HPGN HORIZONTAL CONTROL STATIONS "Q 1380" (PID - GS0616) AND "V 1407" (PID - GT1776) AND TAKEN AS NORTH 12° 27' 37" WEST.

ALL DISTANCES DESCRIBED HEREIN ARE GROUND DISTANCES.

SEE EXHIBIT "B" - TEMPORARY CONSTRUCTION STAGING AND LAYDOWN AREA EASEMENT, ATTACHED HERETO AND MADE A PART HEREOF BY THIS REFERENCE.

THIS DESCRIPTION WAS PREPARED UNDER MY DIRECTION IN CONFORMANCE WITH SECTION 8726 OF THE BUSINESS AND PROFESSIONS CODE OF THE STATE OF CALIFORNIA.

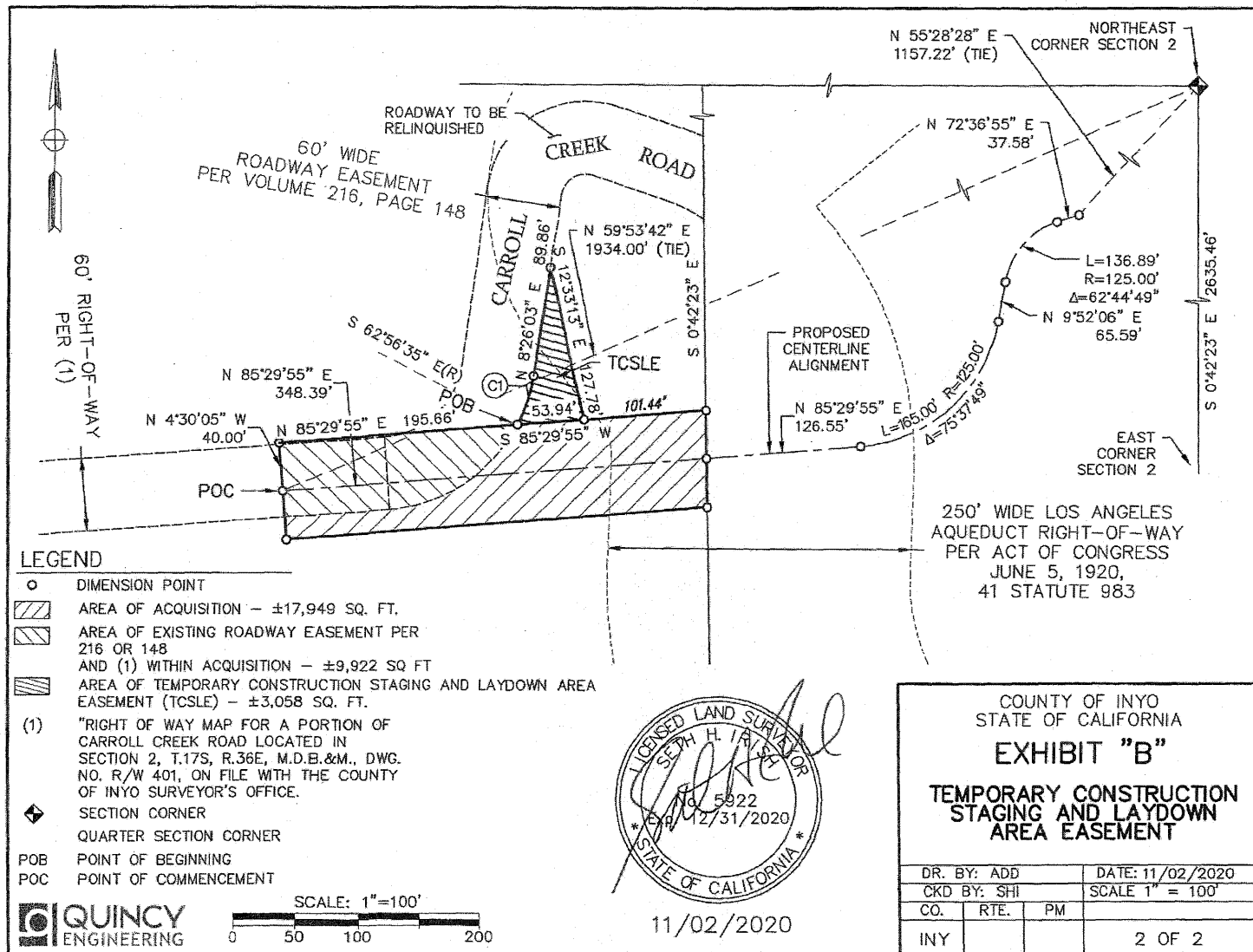
APN 029-100-07-00 PORTION.



SETH H. IRISH  
PLS 5922

NOVEMBER 2, 2020  
DATE





P:\Roseville\_Client\Inyo\Carroll\470-Surveys\470 - QEI Survey\CAD\PLATS\LAPRD FEE-TCE.dwg

**Exhibit B**



# 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 3, 2024

Reference ID:  
2024-872

### Filling of Vacancy on the Northern Inyo Airport Advisory Committee Public Works ACTION REQUIRED

#### ITEM SUBMITTED BY

Ashley Helms, Deputy Public Works Director - Airports

#### ITEM PRESENTED BY

Ashley Helms, Deputy Public Works Director - Airports

#### RECOMMENDED ACTION:

Appoint Tyler Core to a four-year term as an alternate voting member on the Northern Inyo Airport Advisory Committee, ending October 31, 2028.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

Four terms on the Northern Inyo Airport Advisory Committee expired on October 31, 2024, including three regular voting members and one alternate voting member. Per your Board's appointment policy, The vacancies were publicly advertised in accordance with the appointment policy, and the existing committee members were notified of the expiration of their terms and the opportunity to reapply.

On November 5, 2024, the Board appointed Peter Tracy, Harry Bhakta, and Michael Patterson to fill the three regular voting positions, and the alternate voting position remained vacant. An additional letter of interest, from Tyler Core, was recently found to have been submitted prior to the deadline.

#### FISCAL IMPACT:

There is no fiscal impact associated with this item.

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Your Board could choose not to make the appointment. This is not recommended as it would result in continued committee vacancies.

#### OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

None.

#### STRATEGIC PLAN ALIGNMENT:

High Quality Services | High-Quality Government Services

#### APPROVALS:

Ashley Helms  
Darcy Ellis  
Nate Greenberg

Created/Initiated - 11/12/2024  
Approved - 11/12/2024  
Final Approval - 11/25/2024

**ATTACHMENTS:**

1. NIAAC Request for Appointment - Tyler Core

Northern Inyo County Airport Advisory Committee  
Inyo County, California  
sent via email to [dellis@inyocounty.us](mailto:dellis@inyocounty.us)

Tyler Core  
1769 Zuni Circle  
Bishop, CA 93514

October 16, 2024

Letter of Intent for regular member four-year term ending October 31, 2028

My name is Tyler Core and I am a private pilot holding certificate number 4315846 issued August 17, 2020.

I am a Bishop Local with 485 hours of private pilot flight time. I have a high-performance endorsement and fly a Cessna 182M. I have made numerous international flights to Mexico and have flown to various states outside of California.

I hope to offer a new pilot perspective in my potential participation with the Airport Advisory Committee. Anything to help the town I grew up in and love.

I also understand there may be the need for an alternate and would be happy to fill that position if the regular members have already been selected.

Thank you for your consideration,

A handwritten signature in black ink, appearing to read "Tyler Core", with a stylized flourish extending from the end.

Tyler Russell Core  
Private Pilot at KBIH. N71164



# 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 3, 2024

Reference ID:  
2024-866

### Authorization to Apply to the 2025 Pet Lover's Spay and Neuter Grant Program

**Sheriff**

NO ACTION REQUIRED

#### ITEM SUBMITTED BY

Office of the Sheriff

#### ITEM PRESENTED BY

Lindsey Stine, Community Relations Liaison

#### RECOMMENDED ACTION:

Authorize the Sheriff's Office to apply to the California Department of Food and Agriculture 2025 Pet Lover's Spay and Neuter Grant Program.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

The California Department of Food and Agriculture (CDFA) is offering up to \$50,000 in funding under the California Pet Lover's License Plate grant program. This program is funded by fees associated with the original purchase, annual renewal, and conversion of Pet Lover's license plates from the California Department of Motor Vehicles. The purpose of this program is to help stop pet overpopulation in California by providing funds for spay/neuter services to municipalities and non-profit organizations in California. The revenue received from the sale and renewal of the license plate is awarded annually through grant agreements to eligible organizations.

#### FISCAL IMPACT:

<b>Funding Source</b>	Grant Funded California Department of Food and Agriculture	<b>Budget Unit</b>	621401
<b>Budgeted?</b>	No	<b>Object Code</b>	4499/5264
<b>Recurrence</b>	One-Time Expenditure		N/A

If Sole Source, provide justification below

#### Current Fiscal Year Impact

Up to \$50,000 for the period between June 1, 2025 and May 30, 2026

#### Future Fiscal Year Impacts

N/A One-Time Funding

#### Additional Information

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

The Board could choose not to authorize the application for this grant program and/or direct staff to seek out other funding opportunities. This is not recommended, as the previous spay and neuter grant funds have been exhausted, and the veterinarian costs have increased for spay and neuter services.

#### **OTHER DEPARTMENT OR AGENCY INVOLVEMENT:**

None.

#### **STRATEGIC PLAN ALIGNMENT:**

**High Quality Services** | High-Quality County Government Services

#### **APPROVALS:**

Riannah Reade	Created/Initiated - 11/6/2024
Darcy Ellis	Approved - 11/13/2024
Lindsey Stine	Approved - 11/14/2024
Riannah Reade	Approved - 11/14/2024
Keri Oney	Approved - 11/18/2024
John Vallejo	Approved - 11/18/2024
Amy Shepherd	Approved - 11/18/2024
Stephanie Rennie	Approved - 11/18/2024
Nate Greenberg	Final Approval - 11/20/2024

#### **ATTACHMENTS:**

1. Grant Processing Form - CDFA Pet Lovers Spay & Neuter Grant Program
2. Request for Grant Proposal

# GRANT PROCESSING REQUEST FORM

County of Inyo

DATE : 11/06/24				
DEPARTMENT: SHERIFF				
GRANT PROGRAM: 2025 Pet Lover's Spay & Neuter Program CIA Department of Food & Agriculture Office				
GRANTING AGENCY: CIPA		AGENCY CONTACT: 916-651-3231		AGENCY PHONE NO:
IF FEDERAL GRANT... CFDA #		EXAMPLE OF NUMBER Dept: Department of Education (Agency No.) 84.XXX (Grant Program No.)		
PROGRAM TITLE: 2025 Pet Lover's Spay & Neuter Grant Program				
FUNDING REQUEST:				
FEDERAL	STATE	LOCAL MATCH	OTHER	TOTAL REQUEST
	X			
IF LOCAL MATCH IS REQUIRED, ARE FUNDS AVAILABLE IN DEPARTMENT BUDGET? Y N				
ACCOUNT TO WHICH THE MATCH WILL BE CODED:		BUDGET UNIT:		
NO		NEW BUDGET UNIT REQUESTED? Y (N)		
INDIRECT COSTS? Y (N)		AMOUNT		
REIMBURSEMENT GRANT? Y (N)				
FINANCIAL & PROGRESS REPORTS PREPARED BY:		REQUEST FOR FUNDS SUBMITTED BY:		
LINDSEY STINE		LINDSEY STINE		
PROJECT DIRECTOR: SHERIFF STEPHANIE J. RENNIE				
PHONE: 760-878-8576	FAX: 760-878-0402	EMAIL: sjrennie@inyocounty.us lstine@inyocounty.us		
REVIEWED & APPROVED BY AUDITOR-CONTROLLER:		SIGNATURE:		DATE:
REVIEWED & APPROVED BY SAMS ADMINISTRATOR:		SIGNATURE:		DATE:
REVIEWED & APPROVED BY BOARD OF SUPERVISORS		BOARD ORDER ATTACHED Y N		BOARD APPROVAL DATE:

## SYSTEMS ACCESS

Description/Access Level (e.g. HR System, Financials, SIS, Moodle, PeopleAdmin, Compass membership, etc.)	Access Set Up By (Dept Rep Initials)	Date Requested	Access Terminated By Dept Rep (Initials)	Access Terminated On (Date)

# 2025 Pet Lover's Spay and Neuter Grant Program

## Request for Grant Proposals



**Released:**

November 4, 2024

**Grant Proposals Due:**

By 5:00 p.m. PT on December 2, 2024

Late submissions will not be accepted.



**California Department of Food and Agriculture  
Office of Grants Administration**

1220 N Street, Suite 120

Sacramento, CA 95814

Phone: (916) 657-3231

[grants@cdfa.ca.gov](mailto:grants@cdfa.ca.gov)

# Table of Contents

- About the Program ..... 1
  - Purpose..... 1
  - Funding and Duration..... 1
  - Eligibility ..... 1
  - Funding Categories..... 2
  - Timeline ..... 2
- How to Apply ..... 3
  - Application Template..... 3
  - Grant Proposal Requirements..... 3
  - Additional Guidance ..... 3
  - Assistance and Questions..... 3
- Grant Proposal Questions and Scoring ..... 4
  - General Information ..... 4
  - Proposal ..... 5
  - Budget Narrative ..... 6
- Requirements and Limitations ..... 7
  - Grant Regulations ..... 7
  - Promotion Awareness of Pet Lover’s Spay and Neuter Grant Program..... 7
  - Allowable Costs..... 7
  - Unallowable Costs ..... 7
- Review and Notification..... 9
  - Review Criteria..... 9
  - Review Process ..... 9
  - Notification and Feedback..... 9
  - Disqualifications ..... 9
- Grant Terms and Conditions ..... 11
  - Payment Process ..... 11
  - Reporting Requirements ..... 11

# About the Program

## Purpose

The California Department of Food and Agriculture (CDFA) is pleased to announce a competitive solicitation process to award grants under the Pet Lover's Spay and Neuter Grant Program. The purpose of this program is to help stop pet overpopulation in California by providing funds for spay/neuter services to municipalities and non-profit organizations in California.

This program is funded by the following sources:

- Pet Lover's License Plate Program: Fees associated with the original purchase, annual renewal, and conversion of Pet Lover's license plates from the California Department of Motor Vehicles.
- Prevention of Animal Homelessness and Cruelty Voluntary Tax Contribution Fund: Contributions provided by California individuals in excess of their tax liability when filing their annual tax returns.

## Funding and Duration

CDFA anticipates that up to \$500,000 will be awarded to projects that help provide spay/neuter services to alleviate pet overpopulation. Individual grant award amounts can range from \$25,000 to \$50,000. The maximum grant duration is one (1) year and grant funds cannot be expended before June 1, 2025 or after May 31, 2026. CDFA reserves the right to offer an award amount different than the amount requested. Applicant organizations may only submit one grant proposal to the Pet Lover's Spay and Neuter Grant Program.

## Eligibility

To be eligible, an organization must be:

1. A veterinary facility registered and in good standing with the Veterinary Medical Board; and,
2. Operated by a licensee manager registered and in good standing with the Veterinary Medical Board; and,
3. A veterinary facility operated by one of the following:
  - a. A California city, county, or city and county animal control facility that provides spay and neuter services to the public. The facility must be:
    - i. Current on its yearly rabies reporting requirements to the California Department of Public Health, Veterinary Public Health Section.
  - b. A California non-profit 501(c)(3) organization that offers low-cost or no-cost spay and neuter services. The facility must be:
    - i. Registered and in good standing with the Secretary of State.

- c. A California non-profit 501(c)(3) organization holding a municipal contract for animal control service. The following requirements must be met:
  - i. The city/county the municipal contract is held with must be current on its yearly rabies reporting requirements to the California Department of Public Health, Veterinary Public Health Section; and,
  - ii. The non-profit 501(c)(3) must be registered and in good standing with the Secretary of State.

## Executive Order N-6-22 – Russia Sanctions

On March 4, 2022, Governor Gavin Newsom issued Executive Order [N-6-22](#) regarding Economic Sanctions against Russia and Russian entities and individuals. “Economic Sanctions” refers to sanctions imposed by the U.S. government in response to Russia’s actions in Ukraine, as well as any sanctions imposed under state law. By submitting a proposal or application, the Applicant represents that it is not a target of Economic Sanctions. Should the State determine Applicant is a target of Economic Sanctions or is conducting prohibited transactions with sanctioned individuals or entities, that shall be grounds for rejection of the Applicant’s proposal/application any time prior to agreement execution, or, if determined after agreement execution, shall be grounds for termination by the State.

## Funding Categories

CDFA has identified five funding categories. Funding categories are intended to help prospective applicants develop their projects and submit to the most appropriate category.

- In-House Spay/Neuter Services for Publicly Owned Animals
- Mobile Spay/Neuter Clinic for Publicly Owned Animals
- Voucher Program for Shelter Animals  
(Adopters receive a voucher to be used to spay/neuter their newly adopted pet)
- Voucher Program for Owned Animals  
(Redeemable at participating veterinarians)
- Feral Cat/Trap-Neuter-Return (TNR) Program

## Timeline

Release Request for Grant Proposals	November 4, 2024
Webinar	November 21, 2024, 1:00 pm PT
Grant Proposals Due	December 2, 2024, 5:00 pm PT
Review Period	December 2024 – February 2025
Announce and Award Funding	Spring 2025

# How to Apply

## Application Template

Applicants are required to complete and submit the Spay and Neuter Grant Proposal Application using the required template available on the Spay and Neuter website at: <https://www.cdfa.ca.gov/SpayNeuter/>

The Grant Proposal Application consists of three sections:

- General Information
- Proposal
- Budget Narrative

Grant Proposal Applications must be submitted electronically to [grants@cdfa.ca.gov](mailto:grants@cdfa.ca.gov) no later than 5:00 p.m. PT on December 2, 2024.

## Grant Proposal Requirements

1. **General Information:** The *General Information* section requests Applicant Details, Project Management, and Proposal Summary information. All sections must be completed.
2. **Proposal:** The *Proposal* must be completed using the required template, 12-point font.
3. **Budget Narrative:** The *Budget Narrative* must include a description and detailed breakdown of the total grant funds requested by budgetary categories. All costs should be explained in detail with an estimated price per unit.

**Reminder:** Grant funds must be incurred during the grant duration. Grant funds cannot be expended before June 1, 2025, or after May 31, 2026.

## Additional Guidance

In developing the Grant Proposal Application, applicants should ensure that all costs are reasonable, necessary to meet the objectives of the project, allowable, and incurred in a manner consistent with the applicant organization's established practices.

All Spay and Neuter grant proposals are subject to Section 330.2 of the Grant Administration Regulations set forth by OGA at: <https://www.cdfa.ca.gov/Regulations/General/FinalGrantAdminRegs-Text.pdf>

## Assistance and Questions

To maintain the integrity of the competitive process, CDFA is unable to advise and/or provide individuals with information regarding specific grant proposals during the solicitation process. However, CDFA encourages all applicants to view the frequently asked questions available on the Pet Lover's Spay and Neuter Grant Program website <https://www.cdfa.ca.gov/SpayNeuter/> for assistance.

# Grant Proposal Questions and Scoring

Failure to answer one or more application questions may result in disqualification. The following questions and descriptions are provided as a preview of the application, accessible on the Spay and Neuter website at: <https://www.cdfa.ca.gov/SpayNeuter/>

## Section 1: General Information (not a scored portion)

### Applicant Organization:

Provide the legal name of the organization that will serve as lead for the project and will receive and oversee the use of grant funds, along with address and phone number.

### Organization Type:

Select the organization type that best describes the applicant. If the applicant organization is a non-profit 501(c)(3), enter the California Secretary of State Entity Number and the date of the most recent Statement of Information filing in the following fields.

### California Senate and Assembly Districts:

Using the drop-down menus, select the districts where the applicant and project are located. If the project covers multiple districts, select "Statewide."

### Taxpayer Identification Number:

Enter the applicant's 9-digit taxpayer identification number in the format 12-1234567.

### Licensing Information:

Enter the veterinary medical board license number for the facility, the licensed veterinarian name, and the licensed veterinarian license number in the applicable fields.

### Authorized Representative and Secondary Contact:

Enter contact information for the individual who is authorized to execute a funding agreement and receive grant funds, as well as a backup if that individual should be unreachable.

### Total Amount of Grant Funds Requested:

Grant funds requested are for costs expected to be incurred during the grant duration. This number must match the amount requested on the Budget Narrative. Funds requested must range from \$25,000 to \$50,000; requests outside of this range may result in disqualification.

### Funding Categories:

Using the checkboxes, select the most appropriate funding category. You may select all that apply.

## Section 2: Proposal

Project Title (not a scored question):

Concisely describe the project title in 15 words or less.

Project Description (not a scored question):

Summarize the need for the project, describe the goals and outcomes, and present a plan for evaluating and measuring the success of the project.

Project Purpose (10 points):

Identify the specific issue, problem, or need that the project will address, and explain why the project is important.

*Scoring Criteria: Scoring will be based on how well the grant proposal addresses the specific issue, problem, or need, as well as the importance it has to the community.*

Prior Year Pet Lover's License Plate Projects (not a scored question):

Please indicate if this project builds upon a prior-year project. If "No," please indicate "No." If "Yes," all of the following must be addressed within the text boxes provided:

- Provide the CDFA grant agreement number(s) (e.g., 19-1234-000-SO).
- Describe how the project differs from and builds upon the previous work.

Other Funding Sources (not a scored question):

If the project has been or will be submitted to or funded by another state or federal grant program, all of the following must be addressed within the text boxes provided:

- Identify the State or Federal grant program and the agency administering the program.
- List the amount of grant funds requested or awarded by the program.

Project Awareness (10 points):

Describe what efforts will be made to promote the project and raise awareness for spay/neuter service in the community and to promote awareness of the Pet Lover's Spay and Neuter Grant Program and the purchase and renewal of the Pet Lover's specialized license plate.

*Scoring Criteria: Scoring will be based on the reasonableness and likelihood of success of the project awareness plan as described.*

Project Work Plan (10 points):

Fill out the provided timeline to describe the activities necessary to accomplish project objectives. Include the name and/or title of the person(s) responsible for performing the activity as well as beginning and end dates (formatted MON YYYY; e.g., Jul 2025, or Jul 2025 – Aug 2025) for accomplishing each activity.

*Scoring Criteria: Scoring will be based on the clarity of the work plan and relevance of the specific project activities to the project purpose.*

### Evaluation and Performance Monitoring Plan (10 points):

Describe what the project is expected to accomplish and how it will be evaluated while in progress and upon conclusion.

*Scoring Criteria: Scoring will be based on the reasonableness and likely effectiveness of the proposed project accomplishments and plan to evaluate success.*

### Section 3: Budget Narrative

#### Budget (10 points):

All budget items should be associated with expenses that will be covered by Spay and Neuter grant funds and correlate to the goal(s) of the project. The Budget Narrative is broken down by budget category (personnel, fringe benefits, supplies, etc.). The applicable budget tables must be completed, along with a brief description/justification for each item.

*Scoring Criteria: Scoring will be based on the reasonableness of the budget relevance to the project activities and goals.*

**Total number of points achievable in the grant proposal: 50 Points**

# Requirements and Limitations

In developing a grant proposal and budget, applicants should ensure that all costs are reasonable, necessary to meet the objectives of the project, allowable, and incurred in a manner consistent with the applicant organization's established practices.

## Grant Regulations

All Spay and Neuter grant proposals are subject to Section 330.2 of the Grant Administration Regulations set forth by OGA at:

<https://www.cdfa.ca.gov/Regulations/General/FinalGrantAdminRegs-Text.pdf>

## Promotion Awareness of Pet Lover's Spay and Neuter Grant Program

Applicants are strongly encouraged to promote awareness of the Pet Lover's Spay and Neuter Grant Program, including the purchase and renewal of the Pet Lover's specialized license plates. Up to 5 percent in grant funds can be used to support these efforts.

## Allowable Costs

### Costs for Spay and Neuter Services:

Costs that are necessary to conduct spay and neuter services are allowable. Such costs may include, but are not limited to:

- Costs for personnel, supplies and other costs for the applicant to directly provide spay and neuter services.
- Costs to contract with a third party to conduct spay and neuter services.
- Costs to operate a mobile clinic for spay and neuter services.

### Other Costs to Support Spay and Neuter Services:

Costs that are necessary to support spay and neuter services are allowable. Such costs may include, but are not limited to:

- Costs for vouchers to facilitate spay and neuter services, including costs for printing vouchers.
- Costs to raise public awareness of spay and neuter events.

## Unallowable Costs

### Administrative Costs

Grant funds will not be approved to support administrative costs of a project including, but not limited to administrative staff salaries, information technology services, rent, utilities, internet and telephone service, general use office supplies, insurance, and maintenance.

### Other Animal Services Costs

Grant funds cannot be used to pay for other pet services such as wellness exams, vaccinations, flea treatment, microchipping, ear tipping, tattooing, etc.

### Incentives and Donations

Raffles, incentives, gifts, and donations. Purchase of free giveaways and gift items to give away to the public are unallowable. Items include but are not limited to, key chains, pens, stickers, etc.

### Hospitality

Hospitality suites, alcoholic beverages, costs of entertainment (including amusement, diversion and social activities and any costs directly associated with such costs such as tickets to shows or sports events, meals, lodging, rentals, transportation, and gratuities).

### Fundraising

Costs for organized fundraising including financial campaigns and solicitation of gifts.

### Equipment and Capital Expenditures

General-purpose equipment, and capital improvements/expenditures.

### Scholarships

Grant funds cannot be used to support, augment, or create scholarship programs.

***Unallowable costs will not be reimbursed.***

# Review and Notification

## Review Criteria

CDFA's intent is to fund projects that can produce the highest degree of measurable benefits in relation to each dollar spent. Grant Proposals will be evaluated on the criteria set forth in the [Grant Proposal Questions and Scoring section on pages 4-6](#).

### Additional Considerations:

In selecting proposals for funding, CDFA may prioritize proposals from:

- Eligible veterinary facilities located in or serving underserved communities or those that can demonstrate financial need; or
- Eligible veterinary facilities that have previously provided or currently provide low-cost or no-cost animal sterilization services; or
- Eligible veterinary facilities that use high-volume spay and neuter clinics.

## Review Process

CDFA will conduct two levels of review. The first level is an administrative review to verify the applicant's eligibility, determine whether grant proposal requirements are met, and if applicable, assess an applicant's past CDFA grant performance.

The second level is a technical review conducted by reviewers selected by CDFA to evaluate the merits of the grant proposal. The technical reviewers will submit recommendations to CDFA for final determination of awards.

## Notification and Feedback

Grant proposals that are disqualified during the administrative review will be notified by email within three weeks of the grant proposal's due date. All other applicants will be notified by email regarding the status of their grant proposals in Spring 2025. Feedback will be provided to applicants upon request.

To ensure all communications are received, points of contact listed in the application should add [grants@cdfa.ca.gov](mailto:grants@cdfa.ca.gov) to their email safe senders list, address book, or contact list.

## Disqualifications

The following may result in the disqualification of a grant proposal:

- Proposals from ineligible institutions.
- Incomplete grant proposals, including grant proposals with one or more unanswered questions.
- Proposals that include activities outside the grant duration.
- Proposals for less than the minimum award amount or more than the maximum award amount.
- Proposals with unallowable costs or activities necessary to complete the project.
- Multiple proposals submitted by the same applicant organization.

**APPEAL RIGHTS:** Any discretionary action taken by the Office of Grants Administration (OGA) may be appealed to the CDFA's Office of Hearings and Appeals within ten (10) calendar days of receiving a notice of disqualification from CDFA. Email notification shall serve as the date of service. The appeal must be in writing and signed by the responsible party named on the grant application or their authorized agent. It must state the grounds for the appeal and include any supporting documents and a copy of the OGA decision being challenged. The submission must be sent to the California Department of Food and Agriculture, Office of Hearings and Appeals, 1220 N Street, Sacramento, CA 95814 or emailed to [CDFA.LegalOffice@cdfa.ca.gov](mailto:CDFA.LegalOffice@cdfa.ca.gov). If submissions are not received within the time frame provided above, the appeal will be disqualified from consideration.

## Grant Terms and Conditions

If awarded a grant from CDFA, the grant recipient will be expected to sign an agreement abiding by certain terms and conditions, including but not limited to:

- Submission of a Final Performance Report. *Information outlining the reporting process will be supplied once selected to receive grant funding.*
- The grant recipient will agree that all vouchers and receipts will clearly state that the sterilization was funded by the Pet Lover's Spay and Neuter Grant Program.
- CDFA encourages the grant recipient to raise public awareness of the Pet Lover's Spay and Neuter Grant Program, using the CDFA approved Spay and Neuter flier in their facility, newsletter/local announcements, and/or social media.
- The grant recipient understands that CDFA may conduct site visits at any time during the grant period.
- Grant agreements will be one year in length. The grant recipient will agree to use the funds solely for the purpose described in the grant agreement.
- Grant funds cannot be used to cover provider overhead costs.
- Any unused funds must be returned at the end of the grant agreement.

## Payment Process

If awarded, recipients will be subject to all applicable State regulations. Recipients are required to submit invoices at least quarterly, but no more frequently than monthly for reimbursement of actual expenses incurred to support approved project activities. Invoices must include documentation to support reimbursement requested. Non-profit 501(c)(3) organizations may be eligible to receive an advance payment to cover anticipated project expenditures. Advance payments may not exceed 25 percent of the total award and will need to be submitted to CDFA for approval. Ten percent of the total amount of the award will be withheld until receipt, review, and approval of the Final Performance Report.

## Reporting Requirements

Recipients must submit one Final Performance Report that identifies the number of animals spayed and/or neutered, goals and objectives achieved, including quantifiable results, successes, project delays or lessons learned, and any other pertinent information.



# 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 3, 2024

Reference ID:  
2024-894

### Second Reading of Ordinance Repealing Subsection 16.32.330(D) of Inyo County Code Pertaining to Taxes and Assessments for Subdivisions

**Treasurer-Tax Collector**

ACTION REQUIRED

#### ITEM SUBMITTED BY

Treasurer-Tax Collector

#### ITEM PRESENTED BY

Alisha McMurtrie, Treasurer

#### RECOMMENDED ACTION:

Approve Ordinance 1313 titled, "An Ordinance of the Inyo County Board of Supervisors Repealing Subsection 16.32.330(D) of the Inyo County Code Pertaining to Taxes and Assessments for Subdivisions."

#### BACKGROUND / SUMMARY / JUSTIFICATION:

On October 19, 1999, Inyo County adopted Local rules governing the collection of property taxes and the posting of securities to ensure payment of property taxes and assessments. This action expanded the types of subdivisions to include tract maps, parcel maps, certificate of compliance, parcel merger, or lot line adjustments.

On October 26, 1999, the County adopted Ordinance 1018, wherein Section 16.32.330(D) reversed the actions taken when adopting the Local Rules on October 19, 1999.

The Local Rules were designed to assist this department with the collection of current, delinquent, and taxes that are a lien against the property-not yet due, in all actions that will result in changes to property that is the subject of the recorded map, certificate, or adjustment. The collection of these taxes not only ensures that the intended recipient of the tax receives them, but it provides a layer of security to the landowner and potential purchasers of divided property that the taxes are paid.

Amending Inyo County Code Section 16.32.330 to repeal Section 16.32.330(D) will remove the waiver for parcel maps with four or fewer parcels and lot line adjustments and allow the Inyo County Local Rules Section A, adopted on October 19, 1999, to be the guideline for tax collection and enforcement as it relates to subdivided property of all types.

On November 12, 2024, your Board received a presentation from the Treasurer-Tax Collector, reviewing the previous actions and the unintended consequences to the processes proposed. Also reviewed, were the results that would occur should your Board approve the recommended action to repeal Inyo County Code Section 16.32.330(D). On this date, your Board approved the recommended action and scheduled the ordinance for enactment on December 3, 2024.

**FISCAL IMPACT:**

There is no fiscal impact associated with this item.

**ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:**

Your Board may choose not to amend Section 16.32.330 of the Inyo County Code, but this would result in removing the ability to ensure that all property taxes are fully collected before any recordation of a map or document that adjusts parcel boundaries and potentially changes the assessment/taxation values. This would increase the risk of non-payment of taxes due to our local taxing agencies.

**OTHER DEPARTMENT OR AGENCY INVOLVEMENT:**

None.

**STRATEGIC PLAN ALIGNMENT:**

Not Applicable

**APPROVALS:**

Darcy Ellis	Created/Initiated - 11/21/2024
Alisha McMurtrie	Approved - 11/25/2024
John Vallejo	Approved - 11/25/2024
Nate Greenberg	Final Approval - 11/26/2024

**ATTACHMENTS:**

1. Proposed Ordinance Amending Section 16.32.330

**AN ORDINANCE OF THE INYO COUNTY BOARD OF SUPERVISORS REPEALING  
SUBSECTION 16.32.330(D) OF THE INYO COUNTY CODE PERTAINING TO  
TAXES AND ASSESSMENTS FOR SUBDIVISIONS**

**WHEREAS**, Title 16 of the Inyo County Code (ICC) provides procedures and standards governing the design, improvements and survey of subdivisions in the County; and

**WHEREAS**, Section 16.32.330 of the ICC specifies the statutory regulations and requirements for taxes and assessments pertaining to subdivision applications found in the applicable sections of the Government Code including requirements to show that there are no liens against the subdivision for unpaid taxes or assessments; an estimate of any lien for taxes or assessments not yet payable; and security conditioned upon the payment of all taxes and assessments, which at the time the final map is recorded are a lien against the property, but which are not yet payable; and

**WHEREAS**, pursuant to Government Code section 66493(d) and ICC Subsection 16.32.330(D) the County has previously waived the requirements found in 16.32.330 for parcel maps of four or fewer parcels or of a lot line adjustment application; and

**WHEREAS**, the Inyo County Board of Supervisors and staff ascertained that waiving these requirements is no longer in the best interests of the County; and

**NOW, THEREFORE, THE BOARD OF SUPERVISORS OF THE COUNTY OF INYO ORDAINS AS FOLLOWS:**

**SECTION I.** All recitals above are incorporated herein as findings.

**SECTION II.** Subsection 16.32.330(D) of the Inyo County Code is hereby repealed.

**SECTION III.** Effective date. This Ordinance shall take effect and be in full force and effect thirty (30) days after its adoption. Before the expiration of fifteen days from the adoption thereof, a summary of this Ordinance shall be published once in a newspaper of general circulation printed and published in the County of Inyo, State of California in accordance with Government Code Section 25124(b). The Clerk of the Board is hereby instructed and ordered to so publish a summary of this Ordinance together with the names of the Board voting for and against same.

**PASSED AND ADOPTED** this \_\_\_\_\_ day of \_\_\_\_\_, 2024 by the following vote of the Inyo County Board of Supervisors:

AYES:

NOES:

ABSTAIN:

ABSENT:

\_\_\_\_\_  
Chair

ATTEST: Nate Greenberg  
Clerk to the Board

By: \_\_\_\_\_  
Darcy Ellis, Assistant

DRAFT



# 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 3, 2024

Reference ID:  
2024-870

### Statement of All Votes Cast Clerk-Recorder - Elections ACTION REQUIRED

#### ITEM SUBMITTED BY

Danielle Sexton, Clerk/Recorder

#### ITEM PRESENTED BY

Danielle Sexton, Clerk/Recorder

#### RECOMMENDED ACTION:

Declare elected those persons for each election under the County's jurisdiction, and declare the results of each election under its jurisdiction as to each measure voted on at the election, based on the certified results as required by law and as specified in the Statement of All Votes Cast for the Statewide General Election held on November 5, 2024.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

This item will provide certification to the results of the November 5, 2024 General Election. Elections Code Section 15372 states: "The elections official shall prepare a certified statement of the results of the election and submit it to the governing body within 30 days of the election..."

While the results of the election were not yet finalized at the time of creating this agenda item, they will be presented at or before this Board meeting.

#### FISCAL IMPACT:

There is no fiscal impact associated with this item.

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

The Board could chose not to approve this item or take action as recommended. This is not recommended, as the declaration of results is mandated by Elections Code Section 15400.

#### OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

None.

#### STRATEGIC PLAN ALIGNMENT:

Not Applicable

#### APPROVALS:

Danielle Sexton

Darcy Ellis

Danielle Sexton

Created/Initiated - 11/12/2024

Approved - 11/12/2024

Approved - 11/18/2024

John Vallejo  
Nate Greenberg  
Danielle Sexton

Approved - 11/18/2024  
Approved - 11/25/2024  
Final Approval - 11/25/2024

**ATTACHMENTS:**



# 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 3, 2024

Reference ID:  
2024-847

### Oral Report from Inyo County Film Commissioner Board of Supervisors NO ACTION REQUIRED

#### ITEM SUBMITTED BY

Administration

#### ITEM PRESENTED BY

Film Commissioner Jesse Steele

#### RECOMMENDED ACTION:

Hear an oral report from the Inyo County Film Commissioner on recent filming activity.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

Inyo County Film Commissioner Jesse Steele will be presenting the second of two annually required oral reports to your Board on recent filming activity in Inyo County. He will also update your Board on activities and efforts related to revitalizing the Film Commission itself - including the continued development of a stand-alone website - and to promote Inyo County as a premier filming location.

#### FISCAL IMPACT:

There is no fiscal impact associated with this agenda item.

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Decide not to hear the report.

#### OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

None.

#### STRATEGIC PLAN ALIGNMENT:

#### APPROVALS:

Darcy Ellis	Created/Initiated - 11/21/2024
Darcy Ellis	Final Approval - 11/21/2024

#### ATTACHMENTS:



# 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 3, 2024

Reference ID:  
2024-896

### Memorandum of Understanding between the County of Inyo and Inyo County Employees Association (ICEA)

#### County Administrator - Personnel

ACTION REQUIRED

#### ITEM SUBMITTED BY

Keri Oney, Assistant Personnel Director

#### ITEM PRESENTED BY

Keri Oney, Assistant Personnel Director

#### RECOMMENDED ACTION:

Ratify and approve the July 1, 2024 through June 30, 2027 Memorandum of Understanding between the County of Inyo and Inyo County Employees Association (ICEA).

#### BACKGROUND / SUMMARY / JUSTIFICATION:

Your Board has given direction regarding negotiations on the Memorandum of Understanding (MOU) with the Inyo County Employees Association (ICEA). At this time, negotiations have concluded successfully with all parties agreeing on the terms of the MOU.

#### FISCAL IMPACT:

<b>Funding Source</b>	General Fund / Non-General Fund / Grant Funded	<b>Budget Unit</b>	All applicable budgets with salary and benefit costs
<b>Budgeted?</b>	Yes	<b>Object Code</b>	5001-5043
<b>Recurrence</b>	Ongoing Expenditure	<b>Sole Source?</b>	N/A

If Sole Source, provide justification below

#### Current Fiscal Year Impact

The current fiscal year impact has been budgeted for and will be reviewed further during the Mid-Year Financial Review and Personnel Contingencies will be utilized for General Fund Budgets as needed.

#### Future Fiscal Year Impacts

There will continue to be future impacts, as there always are with salary and benefit costs. The General Fund portion of the increases typically stays around 45% of the total salary and benefit expenses. These costs will continue to be monitored.

#### Additional Information

#### **ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:**

Your Board could choose not to approve the Memorandum Of Understanding and direct staff to re-negotiate the terms with Inyo County Employees Association (ICEA). This is not recommended as it has taken months to arrive at this agreed upon set of terms and a lack of support at this time could adversely impact labor and employee relations.

#### **OTHER DEPARTMENT OR AGENCY INVOLVEMENT:**

Inyo County Employees Association and the Inyo County Negotiations Team

#### **STRATEGIC PLAN ALIGNMENT:**

**High Quality Services** | Quality County Employees

**High Quality Services** | High-Quality County Government Services

#### **APPROVALS:**

Denelle Carrington	Created/Initiated - 11/25/2024
Darcy Ellis	Approved - 11/25/2024
Denelle Carrington	Approved - 11/25/2024
Keri Oney	Approved - 11/26/2024
John Vallejo	Approved - 11/26/2024
Denelle Carrington	Approved - 11/27/2024
Amy Shepherd	Approved - 11/27/2024
Nate Greenberg	Final Approval - 11/27/2024

#### **ATTACHMENTS:**

1. Inyo County Employees Association Memorandum of Understanding 2024-2027



**COMPREHENSIVE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE COUNTY OF INYO  
AND  
THE INYO COUNTY EMPLOYEES  
ASSOCIATION  
(AFSCME LOCAL 315)  
2024 - 2027**

## Table of Contents

ARTICLE 1 - RECOGNITION .....	1
ARTICLE 2 - EFFECT OF PRIOR MEMORANDA OF UNDERSTANDING AND RESOLUTIONS .....	1
ARTICLE 3 - NON-DISCRIMINATION .....	1
ARTICLE 4 - WORKDAY AND WORKWEEK .....	1
ARTICLE 5 - OVERTIME AND COMPENSATORY TIME - FULL-TIME PERMANENT .....	2
ARTICLE 6 - STANDBY AND CALL-OUT COMPENSATION.....	3
ARTICLE 7 - SALARIES .....	4
ARTICLE 8 - HEALTHCARE BENEFITS .....	6
ARTICLE 9 - PART-TIME BENEFITS .....	7
ARTICLE 10 - FLEXIBLE BENEFIT PROGRAM .....	12
ARTICLE 11 - SHORT-TERM DISABILITY PROGRAM.....	12
ARTICLE 12 - DEFERRED COMPENSATION .....	12
ARTICLE 13 - CONTRACTING OUT, ADVANCE NOTICE .....	12
ARTICLE 14 - LABOR - MANAGEMENT TEAM .....	13
ARTICLE 15 - JOB DESCRIPTIONS .....	13
ARTICLE 16 - SICK LEAVE .....	13
ARTICLE 17 - VACATION LEAVE .....	14
ARTICLE 18 - FLEXIBLE LEAVE .....	15
ARTICLE 19 - HOLIDAYS.....	15
ARTICLE 20 - RETIREMENT PROVISIONS.....	16
ARTICLE 21 - PERSONNEL RULES.....	17
ARTICLE 22 - EMPLOYEE ASSISTANCE PROGRAM .....	26
ARTICLE 23 - TRAVEL PAY.....	26
ARTICLE 24 – COMMUTER COMMITTEE.....	26
ARTICLE 25 - EMPLOYEE ORGANIZATIONAL RIGHTS AND RESPONSIBILITY .....	26
ARTICLE 26 - FLSA EXEMPT AND REPRESENTED EMPLOYEES.....	28
ARTICLE 27 - PROBATION PERIOD .....	28
ARTICLE 28 - UNIFORMS & SAFETY BOOTS/SHOE ALLOWANCE.....	28
ARTICLE 29 - TOOL DIFFERENTIAL .....	34
ARTICLE 30 - PERFORMANCE EVALUATIONS.....	34
ARTICLE 31 - DRUG-FREE WORKPLACE/DEPARTMENT OF TRANSPORTATION DRUG TESTING POLICY .....	35
ARTICLE 32 - MATERNITY LEAVE OF ABSENCE .....	35
ARTICLE 33 - EMPLOYEE TRAINING AND TUITION ASSISTANCE PROGRAM POLICY.....	35
ARTICLE 34 - SMOKING.....	35
ARTICLE 35 - MISTAKEN OVERPAYMENTS .....	35
ARTICLE 36 - LETTER OF REPRIMAND .....	36
ARTICLE 37 - AUTHORIZED AGENTS .....	36
ARTICLE 38 - SOLE AND ENTIRE MEMORANDUM OF UNDERSTANDING .....	36
ARTICLE 39 - NO STRIKE-NO LOCKOUT .....	37
ARTICLE 40 - EMERGENCY WAIVER .....	37

ARTICLE 41 - SEPARABILITY .....	37
ARTICLE 42 - TERM .....	38
ARTICLE 43 - RATIFICATION AND EXECUTION .....	38

## **ARTICLE 1 - RECOGNITION**

The County of Inyo (hereinafter called the "County") recognizes the Inyo County Employees Association (hereinafter called the "Association" or "Union"), American Federation of State County and Municipal Employees Local 315 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.* This Agreement applies to all employees in the Association bargaining unit.

## **ARTICLE 2 - EFFECT OF PRIOR MEMORANDA OF UNDERSTANDING AND RESOLUTIONS**

This Agreement supersedes all prior Memoranda of Understanding between the County and the Association and Resolutions approving such prior Memoranda of Understanding.

## **ARTICLE 3 - NON-DISCRIMINATION**

**Section 1.** The County will recognize and will protect the rights of all employees hereby to join union activities, in accordance with Government Code sections 3500 to 3511. Notwithstanding the definition of a grievance in Article 21, this section creates a basis upon which a grievance may be filed. If an employee or the Union elects to utilize the grievance process to address allegations of the County violating this Section, it shall be the exclusive process available. The election of the grievance process is irrevocable.

**Section 2.** The County and the 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, marital status, physical or mental disability, medical condition or sexual orientation, whistleblower status, or on any other basis in violation of applicable federal, state, or municipal law(s). The County and the 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 to be in compliance with state or federal anti-discrimination laws. This section does not create a basis upon which an employee may file a grievance.

**Section 3.** Whenever the masculine gender is used in this Agreement, it shall be understood to include the feminine gender.

## **ARTICLE 4 - WORKDAY AND WORKWEEK**

The work week begins at 0001 hours each Thursday and ends at 2400 hours the following Wednesday (one minute after 12 midnight Thursday through 12 midnight on Wednesday).

- A. Full-time permanent employees on either a seven (7) or eight (8) hour daily work schedule will work five (5) consecutive days, with two (2) consecutive days off. Any seven (7) hour per day position which becomes vacant shall be filled on an eight (8) hour per day basis. All future promotions and transfer of incumbent County employees shall be at with eight (8) hours per day.
- B. Employees may be assigned, and employees may request their Department Head recommend to the CAO, to work an alternative work schedule. This shall consist of a weekly work-week schedule consisting of no more than forty (40) work hours during the County designated workweek, as applicable, which may be at hours other than traditionally scheduled for the assigned shift. Such alternative work schedules may include a 4-10 (consecutive workdays unless otherwise agreed to by the employee), 9-80, or other schedule approved by the County Administrative Officer, in his/her sole discretion. A denial of a Department Head's recommendation for an employee request shall be explained in writing. The Department Head and CAO shall respond to any written request by any employee or group of employees for an alternative work schedule within 30 days.
- C. The County Administrative Officer may, in his/her discretion based upon recommendation from a Department Head change work hours and/or work shifts on a temporary basis in such department or work unit thereof.
- D. Temporary Alternative Scheduling During Public Health Crises and Community Emergencies (defined as local, state, or federally declared public health or community emergency).

The County and the Union affirm the importance and urgency of the County's mission to provide public services in the context of public health crises and community emergencies.

The County and Union shall continue to work together to ensure employees that are directly affected have the flexibility to address personal matters arising from such crises, in order that such needs not be in conflict with the provision of services.

Employees shall address temporary requests for flexible schedules to their Supervisor. Permanent requests shall be made in accordance with Section B.

As such crises dissipate, the parties agree to work together to develop a safe, supportive, and effective plan for return to the standard workplace environment.

## **ARTICLE 5 - OVERTIME AND COMPENSATORY TIME - FULL-TIME PERMANENT**

The County will comply with the Fair Labor Standards Act (FLSA) and shall compensate all full-time nonexempt employees at the pay rate of time and one-half (1.5) for all overtime hours

worked. Time and one-half (1.5) compensation will be paid after forty (40) hours worked for those full-time non-exempt employees scheduled on a forty (40) hour work week. Non-exempt full-time employees covered by this Agreement shall be compensated for authorized overtime at the rate of one and one-half (1.5) times his or her equivalent hourly rate of pay, when approved in advance by the department head.

- A. All overtime must be scheduled with the employee in advance, except in the case of an emergency or when reasonable, unforeseeable operational needs prohibit advance notice.
- B. Overtime may be converted to compensatory time off at the rate of time and one-half (1.5). The compensatory time may be banked as provided in paragraph E. below. The conversion of overtime shall be at the option of the employee. Overtime shall be paid in accordance with current procedures unless an employee requests compensatory time.
- C. Attachment A to this Agreement is a list of those positions exempt from overtime and compensatory time under FLSA. Positions on this list may be added to or deleted from in accordance with the definitions of the FLSA. If issues of dispute arise between the County and Association, a letter of ruling will be sought from the U.S. Department of Labor, which administers FLSA, to determine if the position meets the appropriate criteria for inclusion or exclusion from the list.
- D. "Hours worked" will be calculated as provided for by the Fair Labor Standards Act, 29 U.S.C. § 201, *et seq.* "Hours worked" does not include time for which persons are compensated, but do not actually work.
- E. County will allow non-exempt full-time employees to carry eighty (80) hours of compensatory time on the books. Compensatory time will be placed on the books at the rate of one and one-half (1.5) hours for each hour of approved overtime worked. When an employee leaves employment, any compensatory time remaining on the books will be paid at the employee's hourly rate.

On two (2) occasions (December and July: first full pay period), pursuant to the County's Cash in Lieu of Leave Hours Policy (Attachment I), an employee may elect to convert compensatory time into a cash payment, at the regular rate of pay, up to a total of forty (40) hours of accrued compensatory time in a calendar year. Example: member elects to covert thirty (30) hours in July; member can only convert ten (10) in December.

## **ARTICLE 6 - STANDBY AND CALL-OUT COMPENSATION**

- A. Stand-by Compensation. Employees requested by the department head to serve in an after-hours response capacity will receive \$85.00 for performing standby duties on each regularly scheduled day and \$135.00 for performing stand-by duties on regularly

scheduled days off or holidays. Holidays are those recognized pursuant to Article 19 of this Agreement.

- B. Call-Out Compensation. Those employees who are eligible for overtime compensation and have ended their workday and have left their place of employment, but who have been requested to perform duties after normal working hours, will be compensated at the rate of time and one-half (1.5). If the time worked is less than two (2) hours, the employee will receive two (2) hours compensation minimum at the rate of time and one-half (1.5). Provided, however, if the employee is not required to leave the location at which they would otherwise remain (e.g. the employee takes a call at home, and/or makes calls from home) then the employee will receive time and one-half (1.5) for the actual hours (calculated in fifteen [15] minute increments) worked. If the time worked is more than two (2) hours, the employee will receive time and one-half (1.5) for the actual hours or portions thereof worked.

These call-out provisions will apply to no more than two (2) call-out instances per twelve (12)-hour period. Any call-out instance after the first two (2) in a twelve (12)-hour period will be paid at normal overtime rates.

- C. Call Out Pay on holidays shall be at the rate of double time and a half.
- D. An employee will be deemed to be on telephone standby if the employee's department head informs the employee that the employee may be subject to being called out during a certain period. A department cannot avoid payment under this Article by informing an employee that they may be needed, but not formally placing the employee on standby.
- E. Meet to Consider Alternatives. Prior to implementing changes to on-call procedures, upon request by the Union, the parties shall meet within 7 days of notification in order to consider alternatives. Such request shall be sent to the labor management committee to discuss and come up with an agreement.

## **ARTICLE 7 - SALARIES**

- A. Salaries: All salaries shall be adjusted annually on the first pay period following July 1 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 Urban Wage Earners and Clerical Workers. The COLA will be no less than 0% and no more than 4% of the Urban Wage Earners and Clerical Workers.
- B. Longevity Pay: The County agrees to provide the following Longevity Pay to support retention: At year six (6) on the anniversary date the employee will receive a one percent (1%) increase to the base salary and will receive a half percent (0.5%)

increase every year after until employee reaches a total of eight percent (8%) and twenty (20) years of service.

C. Bilingual Pay: The County will provide four tiers of bilingual compensation based on the degree of fluency needed by the Department and demonstrated by an eligible Employee, as follows:

- Tier I – Those who can communicate with the public = 2% of their base rate of pay.
- Tier II – Those who interview and interrogate = 3% of their base rate of pay.
- Tier III – Those who speak, read, and write = 5% of their base rate of pay.
- Tier IV – Those who are certified interpreters = 7.5% of their base rate of pay.

The County shall determine its need for bilingual communication skills including which positions qualify for pay under this section. The County may also require testing of bilingual fluency as it deems necessary or desirable, as a prerequisite to being eligible for bilingual pay.

**GRANDFATHERING PROVISION:** Any employees who were receiving the five percent (5%) bilingual differential prior to July 2021 shall continue to receive such pay until such time (if ever) as they may leave the department and/or position in which they were receiving that pay, or if and when they may qualify for any Tier IV level of fluency that the County determines it needs for their position, at which point this version of Section C shall then apply to them.

D. Equity Adjustments: Effective the first pay period in July 2024, the parties agree to implement the recommended changes to the salary structure, transitioning from "Ranges" to "Grades" and adding two new salary steps, F and G. The parties will adhere to the recommendations of Evergreen Solutions LLC in determining the appropriate salary grade for each classification. All employees will be placed into the new structure, ensuring that they are brought up to at least the minimum salary step, which may result in an up or down change to the employee's current step to ensure there shall be no reduction in an employee's current base wages as a result of this implementation (Attachment D).

E. Shift Differentials and Premium Pay. Employees shall receive the following:

1. Shift Differential:

- a. Employees assigned to work swing shift either permanently or in rotation (as designated by their Department Head), shall receive a shift differential of two percent (2%) added to their base salary.
- b. Employees assigned to work graveyard shifts (as designated by their Department Head) shall receive a shift differential of four percent (4%) added to their base salary.

In the event of an extended shift, the differential on the overtime shall be the same as the assigned shift. In the event overtime is not connected to an assigned shift, the differential compensation shall be determined by the shift during which the majority of the hours are worked.

Shifts subject to shift differential pay are attached to this MOU as Attachment C.

2. Detention Services Premium: Employees who are assigned a detention facility as their reporting location more than sixty percent (60%) of their workweek and are routinely and consistently assigned to areas where criminally charged (incarcerated people) are confined, are eligible for the five percent (5%) premium pay added to their base salary.
- F. Part Time, Temporary and Seasonal Employee Wages: Part Time, Temporary and Seasonal Employees shall be compensated in the same range as Full Time Employees at the appropriate hourly wage rate.
- G. Bi-Weekly Pay Period: Employees covered by this Agreement shall be paid bi-weekly (every other Friday).
- H. No Loss of Pay: No employee shall suffer any loss of base pay as a result of any provision of this article or any other Article in this Agreement.

## **ARTICLE 8 - HEALTHCARE BENEFITS**

- A. The County shall continue to contract with the Public Employees Retirement System (PERS) for medical benefits during the term of this Agreement.
- B. County agrees to pay seventy five percent (75%) of the premium of PERS Platinum or one hundred percent (100%) of PERS Gold or EPO. The parties agree to meet and confer over any changes to Plan names or Plan configurations by PERS during the life of the MOU.
- C. The County will reimburse to employees opting into the County's medical coverage one hundred percent (100%) of the annual medical deductible after the full deductible per person has been paid, up to \$1000.
- D. County agrees to pay one hundred percent (100%) of the premium for optical insurance.
- E. County agrees to pay one hundred percent (100%) of the monthly premium (for employee and dependents) for Dental insurance during the term of this MOU. County agrees to provide through Delta Dental orthodontia benefits for adults and children, fifty percent (50%) benefit schedule; \$1,200 lifetime maximum.

F. County will pay the following per pay period to each employee who has other medical coverage and has opted out of the County's medical plan:

- Eligible for employee only coverage = \$200.00 per pay period
- Eligible for employee plus one coverage = \$300.00 per pay period
- Eligible for family coverage = \$400.00 per pay period

An employee receiving medical coverage, in part or fully funded, through a State or Federally funded program, is not eligible for the provisions of this subsection F.

G. Wellness Bonus: The purpose of the Inyo County Wellness Benefit is to improve the level of health and wellness among ICEA members to improve their overall degree of wellness. The County will reimburse employees up to a maximum of \$500 per calendar year for fitness and wellness activities during said calendar year payable through payroll. Members seeking reimbursement shall submit an affidavit on a form provided by the County (Attachment J). Activities subject to this wellness bonus are set forth on said affidavit.

H. AirMedCare Network: The County shall contract with AirMedCare Network to provide insurance covering the cost of air ambulance transport from the region to remote treatment facilities for the employee (and their family) so long as they are employed by Inyo County. The employee may choose to add on additional items to this insurance offering, including but not limited to return flight insurance, at their own expense, through payroll deduction.

## **ARTICLE 9 - PART-TIME BENEFITS**

**Section 1.** The County will provide the following benefits at the following levels for the following classifications of part-time employees:

### **A-Par Employees**

A. Part-time, Non-benefited, Merit System Employees:

1. Defined as employees working between 1 to 19.99 hours per week;
2. Hired through County recruitment process;
3. Appeal rights under Article XII, Disciplinary Actions and Appeals Procedures, of the Personnel Rules, shall be limited to an appeal to the County Administrative Officer, whose decision shall be final and binding; such employees shall not be entitled to appeal any disciplinary matters to the Hearing Officer or any other higher authority;
4. Any hours worked in excess of forty (40) during the two (2) week pay period will be paid at time and one half (1.5);

5. Longevity Pay: The County agrees to provide the following Longevity Pay to support: At year six (6) on the anniversary date the employee will receive a one percent (1%) increase to the base salary and will receive a half percent (0.5%) increase every year after until employee reaches a total of eight percent (8%) and twenty (20) years of service. If an A-Par employee moves to a miscellaneous full-time category, the initial hire date is used to calculate the longevity pay accrual;
6. Flex Days: Employees will receive ten (10) hours of flex days per fiscal year – does not accrue;
7. Holiday Pay: Holiday pay shall be paid at the rate of time and one-half (1.5) to A-Par employees for working on recognized County Holidays scheduled and authorized by their department heads and according to the applicable Holiday Policy.
  - (a) Employees in this category will not receive holiday pay for county recognized holidays not worked;
8. Short-Term Disability Benefit: Employees in this category may opt into the County's Short-Term Disability program at their own expense through payroll deduction;
9. Employee Assistance Program (EAP): Employees in this category shall have access to the EAP.
10. Wellness Bonus: The purpose of the Inyo County Wellness Benefit is to improve the level of health and wellness among ICEA members to improve their overall degree of wellness. The County will reimburse employees up to a maximum of \$500 per calendar year for fitness and wellness activities during said calendar year payable through payroll. Members seeking reimbursement shall submit an affidavit on a form provided by the County. Activities subject to this wellness bonus are set forth on said affidavit.
11. AirMedCare: The County shall contract with AirMedCare Network to provide insurance covering the cost of air ambulance transport from the region to remote treatment facility for the employee (and their family) so long as they are employed by Inyo County. The employee may choose to add on additional items to this insurance offering, including but not limited to return flight insurance, at their own expense, through a payroll deduction.
12. Such employees shall not receive any other benefits, including but not limited to those benefits provided for in Articles 8, 10, 11, 16, 17, 18, 20 or 33 of this Agreement or any other insurance, leave, or other benefits provided by the County to any other employees.

### **B-Par Employees**

**B. Part-time, Benefited, No PERS Retirement, Merit System Employees:**

1. Defined as employees working between 20.00 to 29.99 hours per week;
2. Employees hired through the County recruitment process;
3. Merit System employees with full appellate rights under the Personnel Rules;
4. Employees shall be hourly employees and shall not receive any benefits provided for in Article 20 (PERS retirement benefits and limited payment of employee's contributions for Social Security and Medicare);
5. Employees shall receive the following benefits:
  - (a) The County will pay eighty percent (80%) contribution of the premium for employee only health benefits. (Employee has the option to purchase, at their own expense, dependent coverage).
  - (b) Dental and Vision Insurance: Employees will be allowed to opt into dental and vision insurance, premium to be paid by the employee through payroll deduction.
  - (c) Employees who do not receive PERS retirement benefits, but who choose to make contributions to a 457 account, shall have such contributions matched by the County to a maximum of 3% of eligible compensation. This program shall be implemented as soon as reasonably practicable.
  - (d) Employees shall receive prorated vacation (Article 17 hereof and Personnel Rule 10.9) and sick leave (Article 16 hereof and Personnel Rule 10.10). Proration shall be determined by the number of hours worked by the employees.
  - (e) Any hours worked in excess of sixty (60) hours during the two-week pay period, will be paid at time and one half (1.5).
  - (f) Longevity Pay: The County agrees to provide the following Longevity Pay to support retention: At year six (6) on the anniversary date the employee will receive a one percent (1%) increase to the base salary and will receive a half percent (0.5%) increase every year after until employee reaches a total of eight percent (8%) and twenty (20) years of service. If a B-Par employee moves to a miscellaneous full-time category, the initial hire date is used to calculate the longevity pay accrual.

- (g) Flex Days: Employees will receive thirty (30) hours of flex days per fiscal year - does not accrue.
- (h) Holidays: Twelve (12) holidays per year will be paid to B-Par employees at five (5) hours per holiday. Flex hours may be used to complement hours in order to spare the use of accrued vacation time by B-Par employees for holidays when county departments are closed.
- (i) Holiday Pay: Holiday pay shall be paid at the rate of time and one half (1.5) to B-Par employees for working on recognized County Holiday scheduled and authorized by their department heads and according to the applicable Holiday Policy.
- (j) Short-term Disability Insurance: Benefit for B-Par employees shall be paid by the County. County will cover the percent of base pay for all B-Par employees for the County Disability Program.
- (k) Employee moving from part-time status to full-time status will be allowed portability of vacation and sick leave accruals based on the prorated budgeted position.
- (l) Employees shall be entitled to participate in the County Flexible Benefit Program, provided for in Article 10, herein.
- (m) Employees shall be entitled to participate in the County Deferred Compensation programs, provided for in Article 12, herein.
- (n) Employee Assistance Program (EAP): Employees in this category shall have access to the EAP.
- (o) Wellness Bonus: The purpose of the Inyo County Wellness Benefit is to improve the level of health and wellness among ICEA members to improve their overall degree of wellness. The County will reimburse employees up to a maximum of \$500 per calendar year for fitness and wellness activities during said calendar year payable through payroll. Members seeking reimbursement shall submit an affidavit on a form provided by the County. Activities subject to this wellness bonus are set forth on said affidavit.
- (p) AirMedCare: The County shall contract with AirMedCare Network to provide insurance covering the cost of air ambulance transport from the region to remote treatment facility for the employee (and their family) so long as they are employed by Inyo County. The employee may choose to add on additional items to this insurance offering, including but not limited to return flight insurance, at their own expense, through a payroll deduction.

- (q) Except as specifically provided in sections (a) through (p) above, these employees shall receive no other benefits provided by the County to its other employees, including but not limited to any other insurance, leave or other benefits provided by the County to any other employees.

### **C-Par Employees**

C. Part-time, Prorated Benefits, Merit System Employees:

1. Defined as employees working between 30.00 to 39.99 hours per week, (as determined by the Personnel Rules and Article 4, herein).
2. Employees hired through County recruitment process and merit system employees.
3. Employees will have health benefits as provided by the County to full-time employees as provided in Article 8 – Healthcare Benefits.
4. Employees will have prorated dental, vision, leave and retirement benefits. Proration will be determined by the number of hours worked by the employee.
5. A non-exempt employee will be paid overtime and be eligible for compensatory time for all hours worked in excess of forty (40) hours per week. Overtime payments and compensatory time will be provided in Article 5.
6. Employee Assistance Program (EAP): Employees in this category shall have access to the EAP.
7. Wellness Bonus: The purpose of the Inyo County Wellness Benefit is to improve the level of health and wellness among ICEA members to improve their overall degree of wellness. The County will reimburse employees up to a maximum of \$500 per calendar year for fitness and wellness activities during said calendar year payable through payroll. Members seeking reimbursement shall submit an affidavit on a form provided by the County. Activities subject to this wellness bonus are set forth on said affidavit.
8. AirMedCare: The County shall contract with AirMedCare Network to provide insurance covering the cost of air ambulance transport from the region to remote treatment facility for the employee (and their family) so long as they are employed by Inyo County. The employee may choose to add on additional items to this insurance offering, including but not limited to return flight insurance, at their own expense, through a payroll deduction.
9. All other wages and benefits shall be extended to these employees as with full time status employees.

**Section 2.** The benefits and status provided to the employee classifications defined in Section 1, above, are subject to the following:

- A. The following are excluded from the above classifications and, therefore, not entitled to any benefits or status provided for in Section 1: Seasonal employees, temporary reserve officers, contract employees, or other workers placed through state or federal programs;
- B. In the event PERS reverses its current position concerning the validity of the County's hourly exclusion in its PERS contract, the County and Association shall meet-and-confer concerning the impact of such decision and the necessary changes to the benefits provided for in Section 1.

## **ARTICLE 10 - FLEXIBLE BENEFIT PROGRAM**

County will pay the monthly administration fee for each employee who participates in Flexible Benefit Program allowed by Section 125 of the Internal Revenue Code.

## **ARTICLE 11 - SHORT-TERM DISABILITY PROGRAM**

Except as otherwise specified in Article 8, 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 applicable premium on behalf of the employee, as set forth in the County's Short-Term Disability Insurance Plan (as the same may be amended from time to time). 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 the County Administrative Officer. The benefit will be as set forth in the Short Term Disability Program.

## **ARTICLE 12 - DEFERRED COMPENSATION**

County will provide deferred compensation programs for employees.

## **ARTICLE 13 - CONTRACTING OUT, ADVANCE NOTICE**

- A. Contracting Out – The County agrees to address contracting-out of County Services in accordance with all applicable laws.
- B. Temporary Contracting to Meet Service Needs – In cases where the County must contract out ongoing bargaining unit work temporarily in order to meet the service needs of the community, where the County has no other option to meet the need, the County shall continue

to post positions as vacant until filled, shall actively recruit for the positions, and shall negotiate contracts that can be terminated once the county secures permanent staff.

- C. Advance Notice – Absent an emergency, as determined in the sole discretion of the County, the County shall provide at least one hundred twenty (120) hours advance notice to the Union prior to the Board of Supervisors formally considering at a public meeting any and all changes that affect the wages, hours, terms and conditions of employees in the represented bargaining unit as to allow time for the Union's response and meet- and- confer if necessary. Said notice shall be sent to the ICEA and AFSCME.
- D. Board of Supervisors Agenda – County agrees to email ICEA President and AFSCME the Board of Supervisors agenda. The entire agenda packet will be available on the County website.

## **ARTICLE 14 - LABOR - MANAGEMENT TEAM**

A Labor-Management Team is hereby established to create a forum for Union representatives and County management personnel to discuss issues surrounding general working conditions. One Labor-Management Team Meeting shall be convened during the months of February, May, August, and November. Said meetings shall be scheduled the month prior to the meeting. An agenda shall be drafted concurrently with scheduling each meeting in order to assist the Labor-Management Team to conduct a productive meeting.

## **ARTICLE 15 - JOB DESCRIPTIONS**

The County will post all current job descriptions on the County website on or before October 1, 2017. Within two weeks of a written employee request to the Personnel Director or his/her designee, County shall provide an employee with a copy of any job descriptions in his/her personnel file existing therein at the time of ratification of this MOU. County will maintain personnel files, including copies of previous job descriptions therein, in a manner consistent with its current practice.

## **ARTICLE 16 - SICK LEAVE**

- A. Each full-time and B-Par employee shall accrue sick leave. There is no limit on the amount of sick leave that may be accrued. Notwithstanding other provisions of Personnel Rule 10.10 newly hired employees eligible to accrue sick leave shall be granted twenty-four (24) hours of sick leave on their first working day and be eligible to use such leave if necessary.
- B. Sick Leave Bank: The County recognizes that the ICEA membership has created a sick leave pool for use by those members who exhaust all accrued leave (flex, vacation, sick, compensatory). The pool may be used for any non-industrial sick leave need

which is eligible for sick leave use. Rules governing use of the Sick Leave Bank have been established by the ICEA Sick Leave Bank Committee. A copy of those rules is available through ICEA, Personnel, or the department head. An employee may only receive a cumulative total of one hundred and twenty (120) hours from the ICEA Sick Leave Bank during any twelve-month period. Any exception to this limitation must be approved in writing by both the department head and County Administrator Officer. Prior to making their determination, the department head and County Administrator Officer shall consider a written recommendation from the ICEA board or its designee.

An employee who has exhausted all accrued leave (flex, vacation, sick, compensatory) is eligible to receive hours through the Sick Leave Bank. At the time the employee exhausts all accrued leave, the total hours donated shall immediately be added to the employee's sick leave accruals, for their exclusive use.

An employee only needs to exhaust all accruals once, in any twelve (12) month period, prior to receiving donated hours. However, should another donation of hours be granted, in the same twelve (12) month period, the employee will again be required to exhaust all accruals prior to the addition of the additional donated hours.

An employee who retires within 12 months of receiving a donation from the Sick Leave Bank, shall have the total donated hours deducted from their sick leave balance and those hours will not be eligible to be converted to service credit.

- C. Any employee may donate up to a maximum of ten (10) days per year of unused sick leave to the sick leave bank. Employee will have two fifteen (15)-day windows of opportunity (January 16-31 and July 16-31) to contribute to the sick leave bank.
- D. Any employee who separates or retires from the County may donate sick leave to the sick leave bank, without complying with the window requirement.

## **ARTICLE 17 - VACATION LEAVE**

The maximum amount of vacation days which may be accrued shall be thirty-five (35). There shall be no accrual in excess of thirty-five (35) days.

- A. In the event an employee is denied a request for vacation, which denial causes the employee to cease accruing vacation benefits due to the thirty-five (35) day cap provided herein, the employee may continue to accrue vacation benefits so long as:
  - 1. the employee and his supervisor agree that the employee will take necessary vacation time at a date in the future to bring the employee below the thirty-five (35) day cap;
  - 2. the alternative vacation must be scheduled and taken by the employee within six months; and
  - 3. the County Administrative Officer approves the arrangement, which approval will not be unreasonably denied.

- B. The County Administrative Officer may approve requests for vacation in excess of twenty (20) consecutive work days based on extenuating circumstances.

## **ARTICLE 18 - FLEXIBLE LEAVE**

The County shall grant employees forty (40) hours of Flexible Leave hours each fiscal year.

Flexible leave will be granted each July 1 and must be exhausted by the following June 30. Flexible leave will not accrue from one fiscal year to the next, with the following exception. If an employee believes there are extenuating circumstances that made it impossible for him to utilize flexible leave within the fiscal year, the employee must make a written request to the County Administrative Officer stating the reasons flexible leave should be carried over to the next fiscal year. If the County Administrative Officer approves the request, flexible leave shall be carried over.

Flexible leave will not be paid should an employee terminate, for any reason, from County service.

An employee requesting flexible leave shall give a minimum of forty-eight (48) hours' notice to his supervisor. A request to take flexible leave may be denied due to the operational needs of the employee's department.

New employees, upon appointment, shall be granted a prorated number of flexible leave days as follows:

July 1 - October 31.....	Five (5) days
November 1 - February 29.....	Three (3) days
March 1 - June 30.....	One (1) day.

## **ARTICLE 19 - HOLIDAYS**

- A. Recognized Holidays: County holidays are as follows:

January 1 (New Year's Day)  
Third Monday in January (Martin Luther King Day)  
Third Monday in February (President's Day)  
Last Monday in May (Memorial Day)  
July 4 (Independence Day)  
First Monday in September (Labor Day)  
November 11 (Veteran's Day)  
Thanksgiving Day  
Friday immediately following Thanksgiving Day

December 24  
December 25 (Christmas Day)  
December 31 (New Year's Eve)

B. Additional Provisions:

1. Any employee that is required to work on a County holiday shall be compensated at two and one half (2.5) times their regular rate for the hours worked. With the exception of A Par and B Par employees, which are outlined in Article 9, employees shall be compensated at 8 hours straight time for hours not worked on County-recognized holidays.
2. If a holiday falls on an employee's regularly scheduled workday and they are working an altered work schedule, they may choose to use vacation, flex, or compensatory time, or work additional hours during the same workweek to complete a 40-hour workweek.
3. If the holiday falls on the employee's regularly scheduled day off, the employee shall be compensated for 8 hours with no additional day off.

**ARTICLE 20 - RETIREMENT PROVISIONS**

PERS Employees hired prior to January 1, 2013 (Classic):

- A. County agrees to provide two percent (2%) at fifty-five (55) full formula PERS retirement for miscellaneous members.
- B. County agrees to pay the member's contribution for PERS retirement, at the rate of seven percent (7%) of gross pay, less Social Security (FICA) adjustment.
- C. Full-time employees shall pay their own contribution for both Social Security and Medicare through payroll deductions.
- D. PERS benefit to miscellaneous employees shall consist of:
  1. Final compensation to be based on highest one year's salary;
  2. Include post-retirement survivor allowance;
  3. Allow two hundred and sixty (260) days of accrued sick leave to be added to service credit;
  4. Employer Paid Member Contribution (EPMC);
  5. All other provisions as amended in the County PERS contract.

- E. New PERS members hired after January 2013 will fall under PEPPRA. Employees will receive two percent (2%) @ sixty-two (62) PERS Formula and will be required to pay at least fifty percent (50%) of normal cost.
- F. Inyo County shall implement a revised retiree health benefit plan as provided for in California Government Code section 22893 (Attachment H), applicable to employees hired on or after the ratification of this MOU and the date on which the revised retiree health benefit plan is adopted, as soon as reasonably practicable.

## **ARTICLE 21 - PERSONNEL RULES**

- A. The Personnel Rules, as updated to incorporate "Attachment E" from the October 15, 2013 MOU, are hereby incorporated by reference. Specific Personnel Rules revisions applicable to the Association are set forth below and are effective upon ratification of this MOU. If a provision of the Personnel Rules is in conflict with a provision of this MOU, to the extent of such conflict, the provision of the MOU shall be controlling. Notwithstanding any other provision of this MOU, the parties agree that County may during the term of this MOU propose revisions to such rules and/or additional personnel rules, excluding those set forth below, provided that County allows an appropriate opportunity for affected employees and their bargaining units to "meet-and-confer" in compliance with the Meyers-Milias-Brown Act.

### **1. LEAVE WITHOUT PAY:**

The following revision supersedes the existing Article X Section 10.4(b) of the Personnel Rules:

10.4(b) An employee on a leave of absence without pay shall not receive compensation or accrue sick leave, vacation, or holiday credits. County's contributions to the employee's retirement, life insurance, medical, dental, or other designated benefit plans shall be suspended until the employee is reinstated. However, upon approval of a leave of absence without pay, the employee may elect to continue his or her benefits coverage at his or her own expense, with the exception of retirement and Social Security. Any employee requesting a leave of absence without pay may utilize all of his or her accrued compensatory time-off, administrative leave, and vacation time prior to the start of the leave without pay.

### **2. DISCIPLINARY ACTION GUIDELINES:**

Ordinarily, the County will use progressive discipline in correcting the behavior of a worker. The intent of progressive discipline is to be corrective in nature and allows for a worker to correct behavior. However, the circumstances of each case dictates the appropriate disciplinary response and the county reserves the right to skip one or all levels of discipline in appropriate circumstances. The facts and

circumstances of the specific act, misconduct or performance deficiency, together with the employee's performance history, and the harm to public service, will be reviewed to determine the appropriate level of disciplinary action to be imposed. In general, this policy contemplates a two-tier approach when determining the level of appropriate discipline. Examples of this policy include, but are not limited to, the following:

- a. The types of misconduct and poor performance that will usually result in an oral reprimand or written reprimand include limited incidents of tardiness and poor performance, minor acts of neglect of duty, incompetence, and violations of rules or policies that will be corrected by a reasonable level of discipline and supervision.
- b. The types of misconduct and poor performance that will usually result in suspension or termination will include any instance of insubordination, violence, harassment, discrimination, theft, violation of a felony or any crime of moral turpitude, repeated poor performance or misconduct following any written reprimand, performance violation, performance improvement plan or corrective action plan, repeated acts of insubordination, neglect of duty, incompetence, or violation of any rule, law, or policy that may cause a risk or harm to any person.

### **3. DISCIPLINE APPEALS:**

Article XII of the County's Personnel Rules and Regulations, entitled "Disciplinary Actions and Appeals Procedures," contains a detailed description of the procedures applicable to employee discipline including employee rights to due process through the "Skelly" procedure for proposed discipline and the appeals procedure for imposed discipline.

Selection of Arbitrator (as a Hearing Officer for disciplinary appeals under Article XII) within 30 days of the date the grievant files a notice of appeal, the County and the employee, or if the employee is represented, the employee's representative, shall attempt to mutually agree on an experienced impartial Arbitrator to preside over the hearing. The parties may extend this date by mutual consent. If the parties are unable to identify a mutually acceptable Arbitrator, they will request a list of seven (7) experienced Arbitrators from the State Mediation and Conciliation Service (SMCS) or similar source agreed upon by the parties and select an Arbitrator via an alternate strike method. The party to strike the first name will be determined either by mutual agreement or by a random method such as coin toss. If the remaining individual on the list is unavailable to hear the matter, the parties may mutually agree to use the second remaining name on the list or will otherwise request a new list from SMCS. This provision shall also apply to the grievance process to the extent consistent therewith.

Re-Opener: In the event that ICEA becomes an “agency shop” the Union agrees to reopen the MOU upon the County’s request to provide for a new process regarding the manner in which disciplinary appeals are pursued.

#### **4. GRIEVANCE**

The following revisions supersede the existing Article XIII Sections 13.1(a) and (b) of the Personnel Rules:

13.1(a) Grievance. A grievance is a written allegation by a grievant, submitted by an employee or group of employees within forty five (45) days of the act or omission at issue, claiming violation of, or misapplication of, the specific expressed terms of a memorandum of understanding or rules or regulations governing the personnel practices or working conditions of employees and for which there is no other specific method of review provided by State or Federal law or by County ordinance or rules. All grievances must be signed by the employee or each employee of a group on whose behalf the grievance is submitted. The grievance must be submitted and pursued as set forth below.

13.1(b) Grievant. For all grievance procedures up to the level of arbitration, a grievant is an employee in the County Service (probationary or permanent), group of such employees, or the majority representative of a bargaining unit, adversely affected by an act or omission of the County. For all grievance procedures at the level of arbitration, the grievant is the Association. The Association is the exclusive representative of the employees subject to the INYO-ICEA MOU, with the sole right to appeal to arbitration Grievances that are eligible for such appeals. The Association may adopt internal policies and procedures to determine whether or not to elevate a Grievance to arbitration. All fees and expenses of the Arbitration shall be evenly split by the parties. Either the County or the Association may call any employee as a witness to the proceeding and the employee shall be considered to be working for such time. If called by the Union, the Union will reimburse the County for that time.

#### **5. INTERNAL PROMOTIONS**

- a. Employees who accept an internal promotion, transfer, or voluntary change to a position of the same or greater classification, but request to be reinstated in their previous position during the applicable probationary period for their new position, and/or who do not pass probation in the new position for reasons other than misconduct rising to a level of disciplinary action, shall be offered a reinstatement to their previous position so long as it remains vacant and without an outstanding offer of employment. If the employee’s previous position is filled or an offer of employment to that position is outstanding, an employee may request re-assignment to a similar position for which they are qualified during the applicable probationary period for their new position. If a vacancy for a similar position for which the

employee is qualified is in the department from which the employee promoted, the re-assignment shall be approved. If the vacancy is in another department, the Department Head has the discretion to make an offer to the employee. If the previous position is not available, the employee shall be placed on the reinstatement and re-employment list for a period of one (1) year from the date of reinstatement/re-assignment request as set forth in Personnel Rule Section 11.1(e) and a reinstatement of benefits as set forth in Personnel Rule Section 11.1(f).

- b. In cases of potential failed promotional probation, promotional probation may be extended for up to six months, with notification to the union.

## **6. RECRUITMENT**

Both parties agree that job descriptions will be thoroughly reviewed to ensure that qualifications accurately reflect the requirements of each position. Where applicable, relevant experience may be considered as a substitute for formal education. The County will reference the current classification study to inform and support decisions regarding these substitutions. This review process aims to create more inclusive and flexible job criteria, promoting equal opportunity and attracting a diverse pool of qualified candidates. Updates to job descriptions will be made accordingly, ensuring they align with the findings of the classification study and uphold internal equity without diminishing the importance of necessary qualifications.

In addition to the preference set forth in Personnel Rule Section 6.4, the County shall give preference to competing internal candidates based on the total time any such employee has been employed by the County. In other words, a County employee who has been employed by the County for a total of five (5) years, regardless of any breaks in employment, shall have preference over another internal candidate who has four (4) years of total employment with the County, even if said four (4) years are continuous.

The parties recognize that potential ambiguities exist in the second sentence of Personnel Rule 6.4, which reads as follows: "While recognizing the need to recruit from a pool of persons both inside and outside County employment at all levels, the policy of the County is to transfer and promote persons already employed by the County when their qualifications, training, work performance and work experience are determined to be comparable to other applicants."

In applying this language of 6.4 to future recruitments, the parties agree that:

- The County will evaluate applicants' qualifications, training, and work experience at the initial application screening stage. The County shall clearly inform all applicants that a resume will not be considered as part of the initial screening. The County will utilize the NeoGov system for the management of

online recruitment and application processes. NeoGov will serve as the primary platform for posting job vacancies, collecting applications, posting job descriptions/class specs. and facilitating communication with applicants.

- The County will evaluate applicants' work training and experience and other relevant qualities at the interview stage.
- All applicants who are interviewed will be scored using the County's standard Interview Rating Form, an example of which is attached hereto along with the instructions to interview panel members for using the form (Attachment G). The Interview Rating Form provides scoring bands for overall ratings (e.g., an overall rating of ninety (90) to one hundred (100) points is "outstanding;" and an overall rating of eighty (80) to eighty-nine (89) points is "above satisfactory"). Note: the foregoing shall not prevent the County from exercising its management rights to modify the Interview Rating Form, including the scoring criteria, as it deems appropriate, provided such changes are consistent with Rule 6.4.
- Applicants with overall ratings in the same scoring band will be considered "comparable" for purposes of Rule 6.4. Thus, an applicant who is already employed by the County and has an overall rating of ninety (90) will be considered comparable to an applicant who is not already employed by the County and has an overall rating of ninety-eight (98), because both applicants' overall ratings are in the same "outstanding" scoring band.

## **7. CAREER LADDER**

As outlined in Personnel Rules 5.19, Career Ladder, a career ladder is a term used to define movement through a job series without posting of the position (e.g. Office Clerk I, II, III) as the employee acquires additional skills, responsibilities and experience. Career ladder advancements do not require a vacant position. Job titles or positions within a job series constitute distinct classifications.

5.19 Career Ladders. Due to the nature of some classifications, various County positions have been assigned career ladders through the classification plan. These progressions are part of a job series and identified in the applicable job descriptions. Each rung on the career ladder represents a distinct classification.

- Advancement from a I to II
  - Employee who meets the minimum requirements for the II level, and who also receives a rating of "satisfactory" (employee must receive a three (3) [meets] or higher in every individual rating criteria) on the first annual evaluation report will advance to level II.

- Advancement from a II to III and III to IV

Employee must meet the minimum qualifications for the next level in the career ladder.

- Employee must receive a minimum overall rating of “Meets Expectations” in all categories on their most recent annual performance evaluation report.

Should the employee meet expectations in every category in their current position, the Department shall conduct a skills assessment based on the minimum qualifications of the next position on the ladder to determine whether the employee is eligible to move to the next level. This assessment shall be shared with the employee. Should the employee not be ready, they shall be eligible for assessment again at their next evaluation.

Department Head must provide written documentation that moving the employee to the higher level will benefit the efficiency and functioning of the Department. A copy of the document must be signed by the Department Head and employee, and transmitted to Personnel with the request for inclusion in the employee’s personnel file.

## **8. OUT OF CLASSIFICATION**

The County may authorize and appoint an employee(s) to be assigned to a higher classification for a limited time period in order to meet a specified business need. Compensation for such work shall be in accordance with Article 4.8 of the County Personnel Rules. This most frequently occurs when a temporary assignment is needed to fill a vacancy for a short-term basis. In order to ensure that the selection is based upon objective standards and to reduce or eliminate the perception of favoritism, the parties agree that the following process will be followed:

1. Management will provide notification to a work group or division of the need for an employee(s) to work in an out-of-class status and invite employees to submit their name for consideration. If the position requires certain licensure or it is required that the person meet the minimum qualifications to work in an out-of-class status (e.g. a Merit Systems position), this information will be provided with the notification.
2. Ensure that notification includes specificity as to what types of skill sets and/or experience are desired. For example, strong technical skills, experience supervising, interpersonal skills, Class B license.

3. If more than one person expresses interest in working in the out-of-class status, the Department, with the concurrence of Personnel, will set up an internal selection process. Selection criteria may include, but not be limited to nor require, an interview; a technical skill screening examination; a review of performance evaluations and work experience, including a review of disciplinary history, and, in the event of equally qualified candidates, seniority. If the County determines that the business needs are best served by more than one employee, the County is not precluded from having more than one employee work in an out-of-class status.
4. If only one candidate meets the criteria to work in an out-of-class status or if only one person expresses interest, the Department will proceed as identified in by the Personnel Rules.

In the event that no employee is deemed qualified for any reason to work out-of-class in the higher position, the Department reserves the right to reassign duties to other similar or higher classified employees as an alternative to assigning someone to work out-of-class.

## **9. LAYOFF AND REDUCTIONS IN FORCE**

If a position is abolished because of administrative reorganization or lack of appropriation, as determined by the Board upon recommendation from the County Administrator and Department Head, employees shall be laid off as provided in these Rules.

### **A. Procedure:**

1. The department head shall notify the employee(s) of the layoff at least thirty (30) days before the effective date of the layoff. If any such employee has regular status, the Personnel Director shall make a reasonable effort to certify him or her as being qualified for other employment within the County.

The County shall also notify the Union at least thirty (30) days before the effective date of the layoff.

Upon request by the Union, the parties shall meet within 7 days of notification in order to consider alternatives to layoff; provided, however, that the parties shall not be required to continue meeting until they either reach agreement or impasse and any time spent meeting shall not have the effect of delaying or postponing the effective date of the layoff.

2. Layoffs shall be made by department and by classification. The department head shall recommend to the Board the classification(s)

from which layoffs are to be made, and the number of employees to be laid off. The Board shall approve, disapprove or modify such recommendations. Layoffs shall be made in the following order of categories: 1. Temporary and provisional employees in such classification; 2. Probationary employees in such classification; 3. Regular employees within such classification, with a less than satisfactory performance evaluation; 4. Regular employees in such classification, having satisfactory or satisfactory but improvement needed evaluations.

3. Within each category of layoff priority, layoffs shall be on a County seniority basis within the classification; that is, the employee with the least County seniority in the classification from which layoffs are to be made shall be laid off first.. Whenever two (2) or more employees have identical County seniority the order of layoff will be determined by departmental seniority in the classification.

B. Transfer and bumping in lieu of layoff:

1. Whenever there is a reduction in work force the department head shall offer to transfer any regular employee to be laid off to a departmental vacancy, if any, in another class for which the employee is qualified.
2. If no vacancy is available within the department, the Personnel Director shall also make a reasonable effort to certify the employee as being qualified for other employment with the County.

Whenever two (2) or more employees have identical classification seniority in the department, the order of layoff will be determined by the department head.

3. If no acceptable vacancy exists for which the employee is qualified, the employee may displace an employee with lesser County seniority in a classification they previously held or which is in the series previously held. In such cases, the employee with the least County seniority shall be bumped. That employee shall have the same rights.

C. Payout and Severance: Laid off employees are to be paid all accrued holiday, vacation, and compensatory time when separated as a result of a layoff. The sick leave accruals of such employee shall remain on the books and will be reinstated if they are reappointed.

D. Recall:

1. Employees who are laid off or who accepted a lower classification in lieu of layoff shall have their names placed on both a reinstatement list

and re-employment list for possible return to work (recall) as described below:

- Reinstatement List. This list is for re-employment opportunities that may arise in the original classification that an employee held prior to being laid off or accepting a lower classification in lieu of lay off (their “original classification”). Employees shall be listed in the order of their seniority in that original classification. Vacant positions within that original classification series shall first be offered to employees on the list.
- Re-employment List. This list is for re-employment opportunities that may arise in positions other than their original classification, at the same or lower salary and for which they qualify. Employees shall be listed in the order of their County seniority. Vacant positions within these classifications shall first be offered to employees on the list.

The re-employment list shall be exhausted before utilization of the reinstatement list.

2. The eligibility of individuals on the reinstatement and re-employment lists shall extend for a period of one year from the date of transfer or layoff. Eligible candidates not responding to written notification by certified mail, return receipt requested, of an opening within twenty (20) calendar days shall have their names removed from the re-employment list. If an eligible individual will be out of the County for more than twenty (20) calendar days, he/she may notify the Personnel Director, in writing, as to how he/she may be contacted. Should an employee decline a lesser position offered, they shall still remain on the reinstatement and reemployment list for the remainder of the one year period.
3. Upon re-employment following a reduction in force, an individual will have the following benefits restored:
  - prior unused sick leave accruals;
  - seniority at time of layoff for purposes of determining merit increases, vacation accruals, and future reduction in force.
4. The salary paid to an employee who is re-employed shall be equivalent to that which the employee was receiving immediately prior to layoff. If the employee chooses to be re-employed in a classification which has a salary range lower than the classification from which he or she was laid off, then salary placement will be made at a point either equivalent to his or her salary immediately prior to the layoff, or, if the maximum

of the salary range of the position to which the employee is to be re-employed is less than the employee's salary immediately prior to the layoff, then the employee will receive the maximum of the salary range contingent upon Board approval.

## **ARTICLE 22 - EMPLOYEE ASSISTANCE PROGRAM**

The County will provide an Employee Assistance Program and make the program available to all represented employees.

## **ARTICLE 23 - 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 24 – COMMUTER COMMITTEE**

The parties agree to form a Committee within 180 days of ratification to explore ways the County can support employee commuting needs.

## **ARTICLE 25 - EMPLOYEE ORGANIZATIONAL RIGHTS AND RESPONSIBILITY**

**Section 1. Dues Deductions:** The County shall deduct for dues, on a regular basis, from the pay of all employees in the classifications and positions recognized to be represented by the Association, who voluntarily authorize such deduction. The County shall remit such funds to the Association within thirty (30) days following their deduction.

**Section 2. PEOPLE Deduction:** The County agrees to deduct from the wages of any employee who is a member of the Union and so elects a Public Employees Organized to Promote Legislative Equality (“PEOPLE”) deduction as provided for in a written authorization. The employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

**Section 3. Indemnification:** The County will not be responsible or liable for any claims, causes of action, or lawsuits arising out of the deductions or transmittal of such funds to the Association, except the intentional failure of the County to transmit to the Association monies deducted from the employees pursuant to this Article.

**Section 4. Short-Term ICEA Release Time:** County will release with pay for one day or less, ICEA Officers, Stewards, Bargaining Team Members, or other ICEA members (maximum seven [7] employees) from their normal duties to conduct legitimate and reasonable Association business. More than seven (7) employees may be released if agreed to by the County. The Union must request, in advance, release time for all employees for said purposes, which may be denied due to the operational needs of the department. The Union shall inform the County of any new officers or representatives within two (2) weeks of any changes.

**Section 5. Long Time ICEA Release Time:**

Upon reasonable notice by the Union, if reasonably practicable, the County shall release one or more employees for union business for a period ranging from 2 – 30 days. Longer term leave may be considered by mutual agreement. During such time, the County shall continue to fully compensate the employee, including but not limited to all wages and benefits, service credit, seniority, step increases, and benefits as they normally would when in the workplace. Under this provision the Union will reimburse the County the full cost of the employee, including rollup, for the time served on union leave, within forty-five (45) days of notification by the County of cost incurred.

**Section 6. Reasonable Access:** The practice will continue which allows ICEA/AFSCME Officers and Representatives reasonable access to County work locations, facilities, equipment and other County resources, provided he/she first makes arrangements with the Personnel Department, or his/her designee, to ensure such access does not unreasonably disrupt County business.

**Section 7. Mailing List:** County will provide the Union with current employee lists with personal mailing addresses, to provide the opportunity to correspond with all ICEA represented employees in a timely manner. This address list will be provided within two (2) weeks written notice.

**Section 8. Bargaining Unit Notification:** The Union shall be electronically notified of any new members of the bargaining unit as well as any bargaining unit separations, or transfers on a monthly basis. Such notice shall contain department and classification. The County shall provide the name, job title, department, work location, work, home, and personal cell phone numbers, personal email address and home address on file with the employer of any newly hired employee within thirty (30) days of the date of hire or first pay period of the month following hire. The Court also agrees to provide that information for all employees in the unit at least every one hundred and twenty (120) days.

**Section 9. Orientation:** The County shall distribute a copy of this MOU and the Personnel Rules to all new Bargaining Unit employees. The County will be holding orientations every other Thursday in Independence. If there are no new bargaining unit employees, the County Personnel will send an email to the Union Representative. The Union shall be given the first scheduled fifteen (15) minutes of each new employee orientation to provide the new employee(s) with official Union materials and information. The County shall ensure a Union Representative is made available for the purpose of this section.

## **ARTICLE 26 - FLSA EXEMPT AND REPRESENTED EMPLOYEES**

Attachment A lists those classifications, which are FLSA exempt. This list will be edited based on the equity bargaining process. Any employee working in an FLSA exempt position shall receive twenty-four (24) hours of paid administrative leave. The administrative leave hours shall not accumulate and will be lost if not utilized during the fiscal year. The administrative leave shall have no cash value.

Attachment B lists those classifications that are represented by the Association, except as classifications may be severed in accordance with Resolution 2003-76.

## **ARTICLE 27 - PROBATION PERIOD**

The following classifications will serve a twelve (12)-month probationary period:

- Dispatchers

## **ARTICLE 28 - UNIFORMS & SAFETY BOOTS/SHOE ALLOWANCE**

### **County Issued Safety Equipment and Safety Uniforms**

The County, at its sole discretion, will determine the protective safety equipment and safety uniforms required by County regulations, CAL OSHA, State or Federal regulations/laws for the assigned tasks. Additionally, the County will determine which classifications are required to use County-issued safety equipment and wear safety uniforms as a condition of employment. The parties acknowledge that County-issued safety equipment and safety uniforms are not suitable for everyday wear outside working hours. Therefore, employees shall use the equipment and wear the uniforms only while on duty and while traveling to and from County work. Employees in classifications required to wear County-issued safety uniforms must wear them as a condition of employment while on County duty. The County shall provide the necessary protective safety equipment and safety uniforms to employees in those classifications performing the assigned tasks.

All County-issued safety equipment and safety uniforms must be returned by the employee to the County upon termination of employment. Upon separation, the employee is responsible for the fair market replacement cost of any issued safety equipment or safety uniform not returned to the County.

### **County Issued Uniforms**

For the purposes of this section, uniforms are defined as any articles of clothing required as part of a County uniform. The County, at its sole discretion, will determine which classifications must wear uniforms as a condition of employment. The parties acknowledge that County uniforms are not suitable for everyday wear outside working hours, and that employees shall

wear the uniforms only while on duty and traveling to and from County work. Employees in classifications required to wear uniforms must wear them as a condition of employment while on County duty.

The classifications covered by this section are listed below. Should the County determine that additional classifications are required to wear County-issued uniforms, the parties agree to add those classifications to this section.

**LIST:**

AGRICULTURAL COMMISSIONER	
Field Technician Lead	
Field Technician	
PUBLIC WORKS DEPARTMENT	
Equipment Mechanic Heavy - Road	
Equipment Mechanic Operator – Road	
Equipment Mechanic Trainee – Road	
Equipment Operator Heavy – Road	
Equipment Operator Lead – Road	
Facilities Operations Supervisor	
Road Maintenance Supervisor	
Road Maintenance Worker	
Road Shop Supervisor	

The parties agree that, to the extent permitted by law, the value of uniforms (rental and/or maintenance) is considered special compensation as defined by CalPERS regulations and shall be reported as such to CalPERS pursuant to Title 2 CCR, Section 571(a)(5) Uniform Allowance. However, for “new members” (PEPRA members) as defined by the Public Employees’ Pension Reform Act of 2013, the uniform allowance will not be reported as compensation earnable to CalPERS. County issued uniforms will be provided laundering and be reported to CalPERS accordingly.

Upon separation, the employee is responsible for the fair market replacement cost of any County issued uniform not returned to the County.

**Replacement of County Issued Uniforms, Safety Equipment Or Uniforms and Replacement Of Uniforms Purchased with Uniform Allowance**

The County shall replace or repair worn-out or damaged County-issued uniforms, safety equipment, or safety uniforms. To obtain a replacement or repaired item, the employee must turn in the worn-out or damaged item to the designated department, request a replacement, and verify that the damage was not caused by the employee.

The Department retains sole discretion in determining when an employee's uniform requires cleaning, mending, or replacement. This determination will be based on the Department's

standards of professionalism, safety, and operational functionality. Regular assessments will be conducted by supervisors or designated personnel to evaluate the condition of uniforms. These assessments will guide decisions regarding necessary maintenance or replacement to ensure that all uniforms meet the required standards.

Employees are required to adhere to directives issued by the Department concerning the upkeep of their uniforms. Failure to comply with these directives may result in disciplinary action. When a uniform is deemed in need of cleaning, mending, or replacement, the Department will provide the employee with timely notice. The employee is expected to take immediate action in accordance with the instructions provided by the Department.

### **Annual Uniform Allowance**

For the purposes of this section, uniforms are defined as any articles of clothing required as part of a County uniform. Department Heads are responsible for establishing uniform standards and requirements for their respective employees, after consultation with and approval from the CAO or designee. The parties acknowledge that County uniforms are not suitable for everyday wear outside working hours, and that employees shall wear the uniforms only while on duty and traveling to and from County work. Employees in classifications required to wear uniforms must wear them as a condition of employment while on County duty. The County agrees to meet and confer over the impacts of implementation of the Annual Uniform Allowance as it relates to the standards established by the departments if the annual uniform allowance is insufficient to cover the cost of the applicable uniform standards and requirements.

If the County determines that additional classifications should receive an annual uniform allowance, the parties agree to add those classifications to this section.

The classifications designated under this section, along with the amounts provided, are listed below:

### **LIST:**

AGRICULTURAL COMMISSIONER	
AG Biologist Weights/Measures Inspector/Senior	\$250.00
AG Cannabis Inspector	\$250.00
AG Biologist Supervisor	\$250.00
ASSESSOR	
Appraiser	\$150.00
Auditor Appraiser	\$150.00
Assessment Analyst/Senior	\$150.00
ENVIRONMENTAL HEALTH	
Environmental Health REHS	\$250.00
Environmental Health Trainee	\$250.00
Hazard Materials Manager/Senior	\$250.00

HEALTH AND HUMAN SERVICES	
Nurse PHN Case Manager	\$225.00
Nurse Public Health	\$225.00
Nurse Registered	\$225.00
Nurse Registered Behavioral Health	\$225.00
Nurse/PHN Supervising	\$225.00
Food Cook Supervisor	\$150.00
Food Cook	\$150.00
PLANNING	
Planning Associate – Mine Inspector	\$150.00
Code Compliance Inspector	\$250.00
PUBLIC WORKS DEPARTMENT	
Building & Maintenance Water Supervisor	\$250.00
Building & Maintenance Worker	\$250.00
Custodian	\$250.00
Gate Attendant	\$250.00
Airport Supervisor Operations	\$250.00
Airport Technician	\$250.00
Building Inspector	\$250.00
Park Manager	\$250.00
Park Specialist Lead	\$250.00
Park Specialist	\$250.00
Park Helper - Seasonal	\$125.00
Solid Waste Foreman	\$250.00
Equipment Operator Lead – Solid Waste	\$250.00
Equipment Operator Heavy – Solid Waste	\$250.00
Equipment Mechanic Operator – Solid Waste	\$250.00
SHERIFF'S OFFICE	
Dispatcher	\$150.00
Administrative Analyst	\$150.00
Civil Officer	\$150.00
Community Relations Liaison	\$150.00
Records Support Analyst	\$150.00
Office Technician	\$150.00
Support Services Analyst	\$150.00
Food Cook Supervisor	\$150.00
Food Cook	\$150.00
Animal Control Supervisor	\$800.00
Animal Control Officer	\$800.00
Shelter Assistant	\$800.00
Evidence Technician	\$800.00

The uniform allowance payment compensates for all costs associated with uniform purchase, replacement, maintenance, and cleaning. Employees provided with a uniform allowance must wear such uniforms in accordance with Department policy. All employees in classifications designated under this section shall receive a uniform allowance paid directly to the employee. Eligible employees who are in paid status shall receive the annual uniform allowance as follows: Annual payments will be divided equally across each pay period throughout the year. The uniform allowance shall not be paid for any pay period in which the employee is in unpaid status for the entire pay period. In the first year only, new employees shall be advanced their uniform allowance in an up-front lump sum on the first pay period of employment and the pro-rated amount per pay period will begin in the employee's second year of employment.

The parties agree that, to the extent permitted by law, a uniform allowance is special compensation as defined by CalPERS regulations and shall be reported as such to CalPERS pursuant to Title 2 CCR, Section 571(a)(5) Uniform Allowance. However, for "new members" (PEPRA members) as defined by the Public Employees' Pension Reform Act of 2013, the uniform allowance will not be reported as compensation earnable to CalPERS.

Uniform allowance payments are taxable compensation, and the County will withhold taxes accordingly.

For those classifications that have not previously received an annual uniform allowance, they shall receive the advancement of the annual amount at the time of approval of the MOU and the pro-rated per pay period amount in the second and subsequent years of the MOU.

#### **Safety Boots / Shoe Allowance**

The County, at its sole discretion, will determine the protective safety boots and shoes required by County regulations, CAL OSHA, State, or Federal regulations/laws for the assigned tasks. The County will also determine which classifications must wear safety boots or safety shoes as a condition of employment.

Upon initial employment and annually on the first full pay period of each fiscal year, the County shall provide an annual Safety Boot Allowance or Shoe Allowance towards the purchase, replacement, maintenance, and cleaning of required safety boots or shoes for each employee in classifications required to wear protective safety boots or shoes while performing the assigned tasks.

Employees receiving a Safety Boot or Shoe Allowance are required to wear their safety boots or shoes while performing their duties.

For employees who have already received their annual Safety Boot Reimbursement at the time of signing this MOU, they will be eligible for a prorated difference between the reimbursement amount and the annual Safety Boot Allowance as specified in this MOU.

The Safety Boot/Shoe Allowance is not considered compensation reportable to CalPERS and, therefore, will not be reported.

The classifications eligible for an annual Safety Boot Allowance of \$200.00 are listed below:

**List of Classifications for Safety Boot Allowance:**

AGRICULTURAL COMMISSIONER	
Agricultural Biologist/Weights & Measures Inspector Senior	
Agricultural Biologist Supervisor	
Agricultural Cannabis Inspector	
Agricultural Commissioner Deputy	
Ag Cannabis Inspector	
Field Assistant	
Field Technician	
Field Technician Lead	
PLANNING	
Planning Associate – Mine Inspector	
Code Compliance Inspector	
PUBLIC WORKS	
Airport Operations Supervisor	
Airport Technician	
Building & Maintenance Worker	
Building & Maintenance Water Supervisor	
Building Inspector	
Custodian	
Engineering Assistant	
Equipment Mechanic Heavy	
Equipment Mechanic Operator	
Equipment Mechanic Trainee	
Equipment Operator Heavy	
Equipment Operator Lead	
Facilities Operations Supervisor	
Gate Attendant	
Road Shop Supervisor	
Park Attendant - Seasonal	
Park Helper - Seasonal	
Park Manager	
Park Specialist	
Park Specialist Lead	
Road Maintenance Supervisor	
Road Maintenance Worker	
Road Shop Supervisor	
Solid Waste Foreman	

WATER
Field Assistant
Mitigation Project Manager
Research Assistant
Salt Cedar Manager
Vegetation Manager

The classifications eligible for an annual Safety Shoe Allowance of \$100.00 are listed below:

**List of Classifications for Safety Shoe Allowance:**

Food Cook Supervisor
Food Cook
Program Services Assistant

Should the County determine that additional classifications must wear protective safety boots or shoes, the parties agree to add those classifications.

**ARTICLE 29 - TOOL DIFFERENTIAL**

Full-time employees who are required to provide their own tools to perform mechanic work are eligible for a differential pay of five percent (5% to offset the cost of their tools.

**The classifications eligible for a 5% Tool differential are listed below:**

PUBLIC WORKS
Equipment Mechanic Heavy
Equipment Mechanic Operator
Equipment Mechanic Trainee
Road Shop Supervisor
Solid Waste Foreman
Facilities Operations Supervisor

**ARTICLE 30 - PERFORMANCE EVALUATIONS**

The County will use the performance evaluation form attached herewith as Attachment F. Challenges to the evaluation as set forth in Personnel Rules Section 8.2 (c) shall be heard by the County Administrator or neutral designee. This provision confirms the County's existing practice.

The parties agree to transition the performance evaluation platform to NeoGov or any other equivalent platform decide upon by the County. The parties agree to meet and confer regarding the implementation of any new evaluation criteria prior to the implementation of any new performance evaluation system and the discontinuation of the existing practice and Attachment F.

### **ARTICLE 31 - DRUG-FREE WORKPLACE/DEPARTMENT OF TRANSPORTATION DRUG TESTING POLICY**

The County will enforce the Alcohol and Drug Abuse policy as amended September 1991.

The County of Inyo Drug will enforce the Alcohol Policy pursuant to the Department of Transportation Regulations as amended in accordance with the law.

### **ARTICLE 32 - MATERNITY LEAVE OF ABSENCE**

Maternity leave is governed by Personnel Rule 10.2.

### **ARTICLE 33 - EMPLOYEE TRAINING AND TUITION ASSISTANCE PROGRAM POLICY**

The County will reimburse educational expenses in accordance with Attachment E "Employee Training and Tuition Assistance Program Policy." The County will also continue to reimburse all costs for licenses and certifications used in the course of employment.

### **ARTICLE 34 - SMOKING**

There shall be no smoking, vaping, or chewing of tobacco, or any use of tobacco products, in any County facility or County vehicle. Employees smoking or vaping on County property shall smoke or vape in designated smoking areas, which areas will be agreed to by the County and Association.

### **ARTICLE 35 - MISTAKEN OVERPAYMENTS**

Should any employee be overpaid due to any mistake or inadvertence, the County may recover the amount of overpayment by subsequent unilateral deductions from the pay of the employee in question up to the amount of overpayment with a minimum of fourteen (14) days advanced notice. However, not more than ten percent (10%) of any such employee's net pay shall be deducted from any one paycheck for this purpose. Notwithstanding this, employee will have the option of ten percent (10%) to twenty-five percent (25%) being deducted from any one (1) paycheck.

## **ARTICLE 36 - LETTER OF REPRIMAND**

Any employee who receives a letter of reprimand shall be entitled to submit a written response thereto, which shall be placed in such employee's personnel file, along with the written reprimand. While the employee may discuss a reprimand with the County Administrator, or his/her neutral designee, who shall have the authority to modify or remove the letter, there shall be no right to grieve or appeal any reprimand, warning, or counseling nor shall there be any formal hearings or review procedures concerning any reprimand, warning or counseling.

## **ARTICLE 37 - AUTHORIZED AGENTS**

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

- A. Representing the County  
County Administrative Officer  
P.O. Box N  
Independence, CA 93526
- B. President  
Inyo County Employees Association  
P.O. Box 492  
Independence, CA 93526
- C. AFSCME, District Council 57  
P.O. Box 418  
Independence, CA 93526

## **ARTICLE 38 - SOLE AND ENTIRE MEMORANDUM OF UNDERSTANDING**

**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, oral 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 39 - NO STRIKE-NO LOCKOUT**

**Section 1.** The Association, its officers, agents, representatives, and/or members agree that during the term of this MOU and any future renegotiations thereof through any and all mandatory impasse administrative procedures, they will not cause or condone any strike, walkout, slowdown, sickout, or any other job action by withholding or refusing to perform services. Informational picketing, rallying, and other public action by employees that does not involve withholding or refusing to perform services, shall only be permitted before or after work, or during breaks and lunch periods.

**Section 2.** The County agrees that it shall not lockout its employees during the term of this MOU and any future renegotiations thereof through any and all mandatory impasse administrative procedures. The term "lockout" is hereby defined so as not to include the discharge, suspension, termination, layoff, failure to recall or failure to return to work of employees of the County in the exercise of its rights as set forth in any of the provisions of the MOU or applicable ordinance or law.

**Section 3.** Any employee who participates in any conduct prohibited in Section 1 above may be subject to disciplinary action up to and including discharge.

**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 40 - 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 Agreement which restricts the County's ability to respond to 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 of this Agreement and any Personnel rules and policies.

## **ARTICLE 41 - SEPARABILITY**



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

## ARTICLE 42 - TERM

This Memorandum of Understanding shall be in force and effect upon ratification and adoption of this MOU by both parties beginning July 1, 2024, through June 30, 2027. The County will provide each employee represented by the Association with a copy of this and all subsequent MOUs.

## **ARTICLE 43 - RATIFICATION AND EXECUTION**

The County and the Association acknowledge that this Memorandum of Understanding shall not be in full force and effect until ratified by the Association and adopted by the Board of Supervisors of the County of Inyo. Subject to the foregoing, this Memorandum of Understanding is hereby executed by the authorized representatives of the County and Association, and entered into this 3<sup>rd</sup> Day of December 2024.

COUNTY OF INYO:	INYO COUNTY EMPLOYEES ASSOCIATION:
<hr/>	<hr/>
Matt Kingsley, Chairperson	<u></u> Darcy Miller (Nov 26, 2024 16:55 PST)
	Darcy Miller, ICEA NEGOTIATOR
	<hr/>
	Laura Boyer, ICEA NEGOTIATOR
	<u></u> Karen Simerlink (Nov 27, 2024 06:58 PST)
	Karen Simerlink, ICEA NEGOTIATOR
	<hr/>
	Kevin Lomeli, ICEA NEGOTIATOR
	<u></u> Michael Baffrey (Nov 27, 2024 09:33 PST)
	Mike Baffrey, ICEA NEGOTIATOR
	<hr/>
	Perla Gastelum, ICEA NEGOTIATOR
	<u></u> Jane McDonald' (Nov 26, 2024 16:47 PST)
	Jane McDonald, AFSCME Council 57

## **ATTACHMENT A**

### **EXEMPT POSTIONS UNDER THE FAIR LABOR STANDARDS ACT FOR PURPOSES OF OVERTIME**

ADDICTION SUPERVISOR LICENSED  
CHILD SUPPORT ATTORNEY I/II/III/IV  
DISTRICT ATTORNEY DEPUTY I/II/III/IV  
FIRST SUPERVISOR SENIOR  
HAZARD MATERIALS MANAGER SENIOR  
MHSA COMPLIANCE MANAGER  
MITIGATION PROJECT MANAGER  
PLANNING SENIOR  
PLANNING TRANSPORTATION SENIOR  
SCIENTIST SENIOR  
SCIENTIST

## **ATTACHMENT B**

### **ICEA REPRESENTED CLASSIFICATIONS**

ADDICTION COUNSELOR  
ADDICTION SUPERVISOR  
ADDICTION SUPERVISOR LICENSED  
ADM ASSESSMENT ANALYST SENIOR  
ADMIN ASSESSMENT ANALYST  
ADMINISTRATIVE ANALYST  
AG BIOL W/M INSPECTOR SENIOR  
AG BIOL WGHTS & MSRS INSPECTOR  
AG CANNABIS INSPECTOR  
AGING SERVICES SUPERVISOR  
AGING SVCS SUPERVISOR ASST  
AGRICULTURAL BIOLOGIST SUPV  
AIRPORT SUPERVISOR  
AIRPORT TECHNICIAN  
AIRPORT TECHNICIAN PART TIME  
ANIMAL CONTROL OFFICER  
ANIMAL CONTROL SUPERVISOR  
APPRAISER  
ASSESSMENT ANALYST  
AUDITOR APPRAISER  
BUILDING INSPECTOR  
BUILDING MAINTENANCE WATER SUP  
BUILDING MAINTENANCE WORKER  
CAREGIVER RESIDENTIAL  
CHILD SUPPORT ATTORNEY  
CHILD SUPPORT OFFICER  
CHILD SUPPORT SUPERVISOR  
CIVIL OFFICER  
CLINICIAN BEHAVIORAL HEALTH  
CLINICIAN TRAINEE BHV HLTH  
CODE COMPLIANCE INSPECTOR  
COMMUNITY RELATIONS LIAISON  
CUSTODIAN  
DISTRICT ATTORNEY DEPUTY  
EMPLOYMENT & TRAINING WORKER  
ENGINEER ASSISTANT CIVIL  
ENGINEER ASSOCIATE  
ENGINEER ASSOCIATE CIVIL  
ENGINEERING ASSISTANT  
ENGINEERING TECHNICIAN  
ENVIRONMENTAL HEALTH OPS TECH  
ENVIRONMENTAL HEALTH REHS

## **ATTACHMENT B**

### **ICEA REPRESENTED CLASSIFICATIONS**

ENVIRONMENTAL HEALTH TRAINEE  
EQUIPMENT MECHANIC HEAVY  
EQUIPMENT MECHANIC OPERATOR  
EQUIPMENT MECHANIC TRAINEE  
EQUIPMENT OPERATOR HEAVY  
EQUIPMENT OPERATOR LEAD  
EQUITY & DIVERSITY COORDINATOR  
EVIDENCE TECHNICIAN  
FACILITIES OPERATIONS SUPV  
FIELD TECHNICIAN  
FIELD TECHNICIAN LEAD  
FIRST SUPERVISOR  
FIRST SUPERVISOR SENIOR  
FOOD COOK  
FOOD COOK SUPERVISOR  
GATE ATTENDANT  
GIS ANALYST  
GIS ANALYST SENIOR  
HAZARD MATERIALS MANAGER  
HAZARD MATERIALS MGR SENIOR  
HHS SPECIALIST  
HOME VISIT SUPERVISOR  
INNOVATION & GRANT MANAGER  
INTEGRATED CASE WORKER  
INTEGRATED CASE WORKER SUPV  
LABORATORY TECHNICIAN  
LIBRARIAN  
LIBRARY MUSEUM ASSISTANT  
LIBRARY SPECIALIST  
LONG TERM CARE OMBUDSMAN  
LTC TRANSPORTATION TECHNICIAN  
MHSA COMPLIANCE MANAGER  
MITIGATION PROJECT MANAGER  
MOTOR POOL HELPER  
MUSEUM CURATOR COLL & EXHIBITS  
NETWORK ANALYST  
NETWORK ANALYST SENIOR  
NURSE PHN CASE MANAGER  
NURSE PHN SUPERVISOR  
NURSE PUBLIC HEALTH  
NURSE REGISTERED  
NURSE SUPERVISING  
OFFICE CLERK

## **ATTACHMENT B**

### **ICEA REPRESENTED CLASSIFICATIONS**

OFFICE CLERK SUPERVISOR  
OFFICE TECHNICIAN  
OPERATIONS MANAGER TECOPA  
PARENT PARTNER  
PARK MANAGER  
PARK SPECIALIST  
PARK SPECIALIST LEAD  
PEER SUPPORT SPECIALIST  
PLANNING ASSISTANT  
PLANNING ASSOCIATE  
PLANNING SENIOR  
PLANNING TRANSPORTATION  
PLANNING TRANSPORTATION SENIOR  
PREVENTION SPECIALIST  
PROBATION OPERATIONS ANALYST  
PROGRAM MANAGER  
PROGRAM MANAGER CHILD ADULT  
PROGRAM MANAGER DISASTER  
PROGRAM MANAGER FIRST FIVE  
PROGRAM MANAGER PREVENTION  
PROGRAM SERVICES ASST  
PROGRAM SUPERVISOR  
PROGRAMMER ANALYST SENIOR  
PROGRESS HOUSE SUP TRAINEE  
PROGRESS HOUSE SUPERVISOR  
PROJECT COORDINATOR  
PUBLIC ADMIN GUARD DEPUTY  
PUBLIC GUARDIAN SPECIALIST  
PUBLIC HEALTH COORDINATOR  
PUBLIC SAFETY DISPATCHER  
RECORDS SUPPORT ANALYST  
RE-ENTRY SERVICES COORDINATOR  
REGISTERED DIETITIAN NUTRITION  
REGISTERED DIETITIAN SUPV  
REGISTERED NURSE BEHAV HEALTH  
RESEARCH ASSISTANT  
ROAD MAINTENANCE SUPERVISOR  
ROAD MAINTENANCE WORKER  
ROAD SHOP SUPERVISOR  
SALT CEDAR MANAGER  
SCIENTIST  
SCIENTIST ASSOCIATE  
SCIENTIST SENIOR

**ATTACHMENT B**  
**ICEA REPRESENTED CLASSIFICATIONS**

SECRETARY ADMINISTRATIVE  
SECRETARY ADMINISTRATIVE LEGAL  
SECRETARY LEGAL  
SHELTER ASSISTANT  
SOCIAL SERVICES AIDE  
SOCIAL WORKER  
SOCIAL WORKER SUPERVISOR  
SOLID WASTE FOREMAN  
SOLID WASTE MAINTENANCE WORKER  
SUPPORT SERVICES ANALYST  
TOBACCO EDUCATION SUPERVISOR  
VEGETATION MANAGER  
VETERAN SERVICES OFFICER  
VETERAN SERVICES REP  
VICTIM WITNESS COORDINATOR  
WELLNESS CENTER PRG SUPERVISOR  
WILDFIRE PREP CNTY COORDINATOR

**ATTACHMENT C**  
**SHIFTS SUBJECT TO SHIFT DIFFERENTIAL**

**Sheriff's Department**

<b>From</b>	<b>To</b>	<b>Shift</b>
10:00 a.m.	8:00 p.m.	Swing Shift
2:00 p.m.	12:00 a.m.	Swing Shift
4:00 p.m.	2:00 a.m.	Swing Shift
8:00 p.m.	6:00 a.m.	Graveyard Shift

**Public Works**

<b>From</b>	<b>To</b>	<b>Shift</b>
12:30 p.m.	9:00 p.m.	Swing Shift
4:00 p.m.	12:30 a.m.	Swing Shift
2:00 p.m.	11:00 p.m.	Swing Shift

**Health & Human Services**

<b>From</b>	<b>To</b>	<b>Shift</b>
11:30 a.m.	9:30 p.m.	Swing Shift
9:15 p.m.	7:15 a.m.	Graveyard Shift

## ATTACHMENT D

Title	Grade Change	Step Change	Salary Change
ADDITION COUNSELOR 01	59 → 5	A → B	\$51,516.00 → \$53,480.51 (+ 3.81%)
ADDITION COUNSELOR 01	59 → 5	B → C	\$54,036.00 → \$55,865.75 (+ 3.39%)
ADDITION COUNSELOR 01	59 → 5	C → D	\$56,784.00 → \$58,357.36 (+ 2.77%)
ADDITION COUNSELOR 01	59 → 5	D → E	\$59,616.00 → \$60,960.10 (+ 2.25%)
ADDITION COUNSELOR 01	59 → 5	E → F	\$62,580.00 → \$63,678.92 (+ 1.76%)
ADDITION COUNSELOR 01 [Hourly]	59 → 5	A → B	\$24.77 → \$25.71 (+ 3.81%)
ADDITION COUNSELOR 01 [Hourly]	59 → 5	B → C	\$25.98 → \$26.86 (+ 3.39%)
ADDITION COUNSELOR 01 [Hourly]	59 → 5	C → D	\$27.30 → \$28.06 (+ 2.77%)
ADDITION COUNSELOR 01 [Hourly]	59 → 5	D → E	\$28.66 → \$29.31 (+ 2.25%)
ADDITION COUNSELOR 01 [Hourly]	59 → 5	E → F	\$30.09 → \$30.61 (+ 1.76%)
ADDITION COUNSELOR 02	62 → 7	A → A	\$55,248.00 → \$56,444.83 (+ 2.17%)
ADDITION COUNSELOR 02	62 → 7	B → B	\$58,044.00 → \$58,962.27 (+ 1.58%)
ADDITION COUNSELOR 02	62 → 7	C → C	\$60,972.00 → \$61,591.98 (+ 1.02%)
ADDITION COUNSELOR 02	62 → 7	D → D	\$63,888.00 → \$64,338.99 (+ 0.71%)
ADDITION COUNSELOR 02	62 → 7	E → E	\$67,176.00 → \$67,208.51 (+ 0.05%)
ADDITION COUNSELOR 02 [Hourly]	62 → 7	A → A	\$26.56 → \$27.14 (+ 2.17%)
ADDITION COUNSELOR 02 [Hourly]	62 → 7	B → B	\$27.91 → \$28.35 (+ 1.58%)
ADDITION COUNSELOR 02 [Hourly]	62 → 7	C → C	\$29.31 → \$29.61 (+ 1.02%)
ADDITION COUNSELOR 02 [Hourly]	62 → 7	D → D	\$30.72 → \$30.93 (+ 0.71%)
ADDITION COUNSELOR 02 [Hourly]	62 → 7	E → E	\$32.30 → \$32.31 (+ 0.05%)
ADDITION COUNSELOR 03	66 → 9	A → A	\$60,600.00 → \$62,230.42 (+ 2.69%)
ADDITION COUNSELOR 03	66 → 9	B → B	\$63,660.00 → \$65,005.90 (+ 2.11%)
ADDITION COUNSELOR 03	66 → 9	C → C	\$66,936.00 → \$67,905.16 (+ 1.45%)
ADDITION COUNSELOR 03	66 → 9	D → D	\$70,212.00 → \$70,933.73 (+ 1.03%)
ADDITION COUNSELOR 03	66 → 9	E → E	\$73,752.00 → \$74,097.38 (+ 0.47%)
ADDITION COUNSELOR 03 [Hourly]	66 → 9	A → A	\$29.13 → \$29.92 (+ 2.69%)
ADDITION COUNSELOR 03 [Hourly]	66 → 9	B → B	\$30.61 → \$31.25 (+ 2.11%)
ADDITION COUNSELOR 03 [Hourly]	66 → 9	C → C	\$32.18 → \$32.65 (+ 1.45%)
ADDITION COUNSELOR 03 [Hourly]	66 → 9	D → D	\$33.76 → \$34.10 (+ 1.03%)
ADDITION COUNSELOR 03 [Hourly]	66 → 9	E → E	\$35.46 → \$35.62 (+ 0.47%)
ADDITION SUPERVISOR	72 → 12	A → A	\$69,912.00 → \$72,039.49 (+ 3.04%)
ADDITION SUPERVISOR	72 → 12	B → B	\$73,488.00 → \$75,252.46 (+ 2.40%)
ADDITION SUPERVISOR	72 → 12	C → C	\$77,076.00 → \$78,608.71 (+ 1.99%)
ADDITION SUPERVISOR	72 → 12	D → D	\$80,856.00 → \$82,114.66 (+ 1.56%)
ADDITION SUPERVISOR	72 → 12	E → E	\$84,936.00 → \$85,776.98 (+ 0.99%)
ADDITION SUPERVISOR LICENSED	82 → 17	A → A	\$88,752.00 → \$91,942.68 (+ 3.60%)
ADDITION SUPERVISOR LICENSED	82 → 17	B → B	\$93,072.00 → \$96,043.32 (+ 3.19%)
ADDITION SUPERVISOR LICENSED	82 → 17	C → C	\$97,788.00 → \$100,326.85 (+ 2.60%)
ADDITION SUPERVISOR LICENSED	82 → 17	D → D	\$102,672.00 → \$104,801.43 (+ 2.07%)
ADDITION SUPERVISOR LICENSED	82 → 17	E → E	\$107,760.00 → \$109,475.57 (+ 1.59%)
ADM ASSESSMENT ANALYST SENIOR → SENIOR ADMINISTRATIVE AND ASSESSMENT ANALYST	78 → 15	A → A	\$80,592.00 → \$83,394.72 (+ 3.48%)
ADM ASSESSMENT ANALYST SENIOR → SENIOR ADMINISTRATIVE AND ASSESSMENT ANALYST	78 → 15	B → B	\$84,552.00 → \$87,114.12 (+ 3.03%)
ADM ASSESSMENT ANALYST SENIOR → SENIOR ADMINISTRATIVE AND ASSESSMENT ANALYST	78 → 15	C → C	\$88,836.00 → \$90,999.41 (+ 2.44%)
ADM ASSESSMENT ANALYST SENIOR → SENIOR ADMINISTRATIVE AND ASSESSMENT ANALYST	78 → 15	D → D	\$93,264.00 → \$95,057.99 (+ 1.92%)
ADM ASSESSMENT ANALYST SENIOR → SENIOR ADMINISTRATIVE AND ASSESSMENT ANALYST	78 → 15	E → E	\$97,932.00 → \$99,297.57 (+ 1.39%)

Title		Grade Change		Step Change		Salary Change	
ADMINISTRATIVE ANALYST 01		68 → 10		A → A		\$63,636.00 → \$65,341.94	(+ 2.68%)
ADMINISTRATIVE ANALYST 01		68 → 10		B → B		\$66,828.00 → \$68,256.20	(+ 2.14%)
ADMINISTRATIVE ANALYST 01		68 → 10		C → C		\$70,152.00 → \$71,300.42	(+ 1.64%)
ADMINISTRATIVE ANALYST 01		68 → 10		D → D		\$73,584.00 → \$74,480.42	(+ 1.22%)
ADMINISTRATIVE ANALYST 01		68 → 10		E → E		\$77,316.00 → \$77,802.25	(+ 0.63%)
ADMINISTRATIVE ANALYST 02		70 → 11		A → A		\$66,732.00 → \$68,609.04	(+ 2.81%)
ADMINISTRATIVE ANALYST 02		70 → 11		B → B		\$70,116.00 → \$71,669.00	(+ 2.21%)
ADMINISTRATIVE ANALYST 02		70 → 11		C → C		\$73,572.00 → \$74,865.44	(+ 1.76%)
ADMINISTRATIVE ANALYST 02		70 → 11		D → D		\$77,292.00 → \$78,204.44	(+ 1.18%)
ADMINISTRATIVE ANALYST 02		70 → 11		E → E		\$81,144.00 → \$81,692.36	(+ 0.68%)
ADMINISTRATIVE ANALYST 03		72 → 12		A → A		\$69,912.00 → \$72,039.49	(+ 3.04%)
ADMINISTRATIVE ANALYST 03		72 → 12		B → B		\$73,488.00 → \$75,252.46	(+ 2.40%)
ADMINISTRATIVE ANALYST 03		72 → 12		C → C		\$77,076.00 → \$78,608.71	(+ 1.99%)
ADMINISTRATIVE ANALYST 03		72 → 12		D → D		\$80,856.00 → \$82,114.66	(+ 1.56%)
ADMINISTRATIVE ANALYST 03		72 → 12		E → E		\$84,936.00 → \$85,776.98	(+ 0.99%)
ADMINISTRATIVE ANALYST 03		74 → 12		A → B		\$73,320.00 → \$75,252.46	(+ 2.64%)
ADMINISTRATIVE ASSESSMENT ANALYST		74 → 12		B → C		\$76,980.00 → \$78,608.71	(+ 2.12%)
ADMINISTRATIVE ASSESSMENT ANALYST		74 → 12		C → D		\$80,796.00 → \$82,114.66	(+ 1.63%)
ADMINISTRATIVE ASSESSMENT ANALYST		74 → 12		D → E		\$84,900.00 → \$85,776.98	(+ 1.03%)
ADMINISTRATIVE ASSESSMENT ANALYST		74 → 12		E → F		\$89,148.00 → \$89,602.63	(+ 0.51%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 01		60 → 6		A → A		\$52,752.00 → \$53,756.98	(+ 1.91%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 01		60 → 6		B → B		\$55,332.00 → \$56,154.54	(+ 1.49%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 01		60 → 6		C → C		\$58,104.00 → \$58,659.03	(+ 0.96%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 01		60 → 6		D → D		\$61,068.00 → \$61,275.23	(+ 0.34%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 01		60 → 6		E → F		\$64,068.00 → \$66,862.86	(+ 4.36%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 02		65 → 8		A → A		\$59,184.00 → \$59,267.07	(+ 0.14%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 02		65 → 8		B → C		\$62,220.00 → \$64,671.58	(+ 3.94%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 02		65 → 8		C → D		\$65,340.00 → \$67,555.94	(+ 3.39%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 02		65 → 8		D → E		\$68,640.00 → \$70,568.93	(+ 2.81%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR 02		65 → 8		E → F		\$72,000.00 → \$73,716.31	(+ 2.39%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR SENIOR		70 → 11		A → A		\$66,732.00 → \$68,609.04	(+ 2.81%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR SENIOR		70 → 11		B → B		\$70,116.00 → \$71,669.00	(+ 2.21%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR SENIOR		70 → 11		C → C		\$73,572.00 → \$74,865.44	(+ 1.76%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR SENIOR		70 → 11		D → D		\$77,292.00 → \$78,204.44	(+ 1.18%)
AG BIOLOGIST WEIGHTS & MEASURES INSPECTOR SENIOR		70 → 11		E → E		\$81,144.00 → \$81,692.36	(+ 0.68%)
AG CANNABIS INSPECTOR 01 → AGRICULTURAL CANNABIS INSPECTOR I		60 → 6		A → A		\$52,752.00 → \$53,756.98	(+ 1.91%)
AG CANNABIS INSPECTOR 01 → AGRICULTURAL CANNABIS INSPECTOR I		60 → 6		B → B		\$55,332.00 → \$56,154.54	(+ 1.49%)
AG CANNABIS INSPECTOR 01 → AGRICULTURAL CANNABIS INSPECTOR I		60 → 6		C → C		\$58,104.00 → \$58,659.03	(+ 0.96%)
AG CANNABIS INSPECTOR 01 → AGRICULTURAL CANNABIS INSPECTOR I		60 → 6		D → D		\$61,068.00 → \$61,275.23	(+ 0.34%)
AG CANNABIS INSPECTOR 01 → AGRICULTURAL CANNABIS INSPECTOR I		60 → 6		E → F		\$64,068.00 → \$66,862.86	(+ 4.36%)
AG CANNABIS INSPECTOR 02 → AGRICULTURAL CANNABIS INSPECTOR II		65 → 8		A → A		\$59,184.00 → \$59,267.07	(+ 0.14%)
AG CANNABIS INSPECTOR 02 → AGRICULTURAL CANNABIS INSPECTOR II		65 → 8		B → C		\$62,220.00 → \$64,671.58	(+ 3.94%)
AG CANNABIS INSPECTOR 02 → AGRICULTURAL CANNABIS INSPECTOR II		65 → 8		C → D		\$65,340.00 → \$67,555.94	(+ 3.39%)
AG CANNABIS INSPECTOR 02 → AGRICULTURAL CANNABIS INSPECTOR II		65 → 8		D → E		\$68,640.00 → \$70,568.93	(+ 2.81%)
AG CANNABIS INSPECTOR 02 → AGRICULTURAL CANNABIS INSPECTOR II		65 → 8		E → F		\$72,000.00 → \$73,716.31	(+ 2.39%)

Title		Grade Change	Step Change	Salary Change
AG CANNABIS INSPECTOR 03 → AGRICULTURAL CANNABIS INSPECTOR III		70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
AG CANNABIS INSPECTOR 03 → AGRICULTURAL CANNABIS INSPECTOR III		70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
AG CANNABIS INSPECTOR 03 → AGRICULTURAL CANNABIS INSPECTOR III		70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
AG CANNABIS INSPECTOR 03 → AGRICULTURAL CANNABIS INSPECTOR III		70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
AG CANNABIS INSPECTOR 03 → AGRICULTURAL CANNABIS INSPECTOR III		70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
AGING SERVICES SUPERVISOR		70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
AGING SERVICES SUPERVISOR		70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
AGING SERVICES SUPERVISOR		70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
AGING SERVICES SUPERVISOR		70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
AGING SERVICES SUPERVISOR		70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
AGING SVCS SUPERVISOR ASST [Hourly]		65 → 8	A → A	\$28.45 → \$28.49 (+ 0.14%)
AGING SVCS SUPERVISOR ASST [Hourly]		65 → 8	B → C	\$29.91 → \$31.09 (+ 3.94%)
AGING SVCS SUPERVISOR ASST [Hourly]		65 → 8	C → D	\$31.41 → \$32.48 (+ 3.39%)
AGING SVCS SUPERVISOR ASST [Hourly]		65 → 8	D → E	\$33.00 → \$33.93 (+ 2.81%)
AGING SVCS SUPERVISOR ASST [Hourly]		65 → 8	E → F	\$34.62 → \$35.44 (+ 2.38%)
AGRICULTURAL BIOLOGIST SUPV → AGRICULTURAL BIOLOGIST SUPERVISOR		78 → 15	A → A	\$80,592.00 → \$83,394.72 (+ 3.48%)
AGRICULTURAL BIOLOGIST SUPV → AGRICULTURAL BIOLOGIST SUPERVISOR		78 → 15	B → B	\$84,552.00 → \$87,114.12 (+ 3.03%)
AGRICULTURAL BIOLOGIST SUPV → AGRICULTURAL BIOLOGIST SUPERVISOR		78 → 15	C → C	\$88,836.00 → \$90,999.41 (+ 2.44%)
AGRICULTURAL BIOLOGIST SUPV → AGRICULTURAL BIOLOGIST SUPERVISOR		78 → 15	D → D	\$93,264.00 → \$95,057.99 (+ 1.92%)
AGRICULTURAL BIOLOGIST SUPV → AGRICULTURAL BIOLOGIST SUPERVISOR		78 → 15	E → E	\$97,932.00 → \$99,297.57 (+ 1.39%)
AIRPORT SUPERVISOR OPERATIONS → AIRPORT OPERATIONS SUPERVISOR		71 → 11	A → A	\$68,268.00 → \$68,609.04 (+ 0.50%)
AIRPORT SUPERVISOR OPERATIONS → AIRPORT OPERATIONS SUPERVISOR		71 → 11	B → C	\$71,688.00 → \$74,865.44 (+ 4.43%)
AIRPORT SUPERVISOR OPERATIONS → AIRPORT OPERATIONS SUPERVISOR		71 → 11	C → D	\$75,300.00 → \$78,204.44 (+ 3.86%)
AIRPORT SUPERVISOR OPERATIONS → AIRPORT OPERATIONS SUPERVISOR		71 → 11	D → E	\$79,020.00 → \$81,692.36 (+ 3.36%)
AIRPORT SUPERVISOR OPERATIONS → AIRPORT OPERATIONS SUPERVISOR		71 → 11	E → F	\$83,016.00 → \$85,335.84 (+ 2.79%)
AIRPORT TECHNICIAN 01		56 → 4	A → A	\$48,072.00 → \$48,759.17 (+ 1.43%)
AIRPORT TECHNICIAN 01		56 → 4	B → B	\$50,364.00 → \$50,933.82 (+ 1.13%)
AIRPORT TECHNICIAN 01		56 → 4	C → C	\$52,872.00 → \$53,205.47 (+ 0.63%)
AIRPORT TECHNICIAN 01		56 → 4	D → D	\$55,536.00 → \$55,578.44 (+ 0.08%)
AIRPORT TECHNICIAN 01		56 → 4	E → F	\$58,332.00 → \$60,646.59 (+ 3.97%)
AIRPORT TECHNICIAN 02		60 → 6	A → A	\$52,752.00 → \$53,756.98 (+ 1.91%)
AIRPORT TECHNICIAN 02		60 → 6	B → B	\$55,332.00 → \$56,154.54 (+ 1.49%)
AIRPORT TECHNICIAN 02		60 → 6	C → C	\$58,104.00 → \$58,659.03 (+ 0.96%)
AIRPORT TECHNICIAN 02		60 → 6	D → D	\$61,068.00 → \$61,275.23 (+ 0.34%)
AIRPORT TECHNICIAN 02		60 → 6	E → F	\$64,068.00 → \$66,862.86 (+ 4.36%)
AIRPORT TECHNICIAN PART TIME		54 → 3	A → A	\$45,792.00 → \$46,437.30 (+ 1.41%)
AIRPORT TECHNICIAN PART TIME		54 → 3	B → B	\$48,192.00 → \$48,508.40 (+ 0.66%)
AIRPORT TECHNICIAN PART TIME		54 → 3	C → C	\$50,496.00 → \$50,671.88 (+ 0.35%)
AIRPORT TECHNICIAN PART TIME		54 → 3	D → E	\$52,980.00 → \$55,292.60 (+ 4.37%)
AIRPORT TECHNICIAN PART TIME		54 → 3	E → F	\$55,716.00 → \$57,758.65 (+ 3.67%)
ANIMAL CONTROL OFFICER 01		56 → 4	A → A	\$48,072.00 → \$48,759.17 (+ 1.43%)
ANIMAL CONTROL OFFICER 01		56 → 4	B → B	\$50,364.00 → \$50,933.82 (+ 1.13%)
ANIMAL CONTROL OFFICER 01		56 → 4	C → C	\$52,872.00 → \$53,205.47 (+ 0.63%)
ANIMAL CONTROL OFFICER 01		56 → 4	D → D	\$55,536.00 → \$55,578.44 (+ 0.08%)
ANIMAL CONTROL OFFICER 01		56 → 4	E → F	\$58,332.00 → \$60,646.59 (+ 3.97%)

Title	Grade Change		Step Change		Salary Change	
ANIMAL CONTROL OFFICER 02	60 → 6		A → A		\$52,752.00 →	\$53,756.98 (+ 1.91%)
ANIMAL CONTROL OFFICER 02	60 → 6		B → B		\$55,332.00 →	\$56,154.54 (+ 1.49%)
ANIMAL CONTROL OFFICER 02	60 → 6		C → C		\$58,104.00 →	\$58,659.03 (+ 0.96%)
ANIMAL CONTROL OFFICER 02	60 → 6		D → D		\$61,068.00 →	\$61,275.23 (+ 0.34%)
ANIMAL CONTROL OFFICER 02	60 → 6		E → F		\$64,068.00 →	\$66,862.86 (+ 4.36%)
ANIMAL CONTROL SUPERVISOR → ANIMAL SERVICES MANAGER	64 → 13		A → A		\$57,900.00 →	\$75,641.47 (+30.64%)
ANIMAL CONTROL SUPERVISOR → ANIMAL SERVICES MANAGER	64 → 13		B → A		\$60,744.00 →	\$75,641.47 (+24.53%)
ANIMAL CONTROL SUPERVISOR → ANIMAL SERVICES MANAGER	64 → 13		C → A		\$63,720.00 →	\$75,641.47 (+18.71%)
ANIMAL CONTROL SUPERVISOR → ANIMAL SERVICES MANAGER	64 → 13		D → A		\$67,092.00 →	\$75,641.47 (+12.74%)
ANIMAL CONTROL SUPERVISOR → ANIMAL SERVICES MANAGER	64 → 13		E → A		\$70,332.00 →	\$75,641.47 (+ 7.55%)
APPRaiser 01	68 → 10		A → A		\$63,636.00 →	\$65,341.94 (+ 2.68%)
APPRaiser 01	68 → 10		B → B		\$66,828.00 →	\$68,256.20 (+ 2.14%)
APPRaiser 01	68 → 10		C → C		\$70,152.00 →	\$71,300.42 (+ 1.64%)
APPRaiser 01	68 → 10		D → D		\$73,584.00 →	\$74,480.42 (+ 1.22%)
APPRaiser 01	68 → 10		E → E		\$77,316.00 →	\$77,802.25 (+ 0.63%)
APPRaiser 02	70 → 11		A → A		\$66,732.00 →	\$68,609.04 (+ 2.81%)
APPRaiser 02	70 → 11		B → B		\$70,116.00 →	\$71,669.00 (+ 2.21%)
APPRaiser 02	70 → 11		C → C		\$73,572.00 →	\$74,865.44 (+ 1.76%)
APPRaiser 02	70 → 11		D → D		\$77,292.00 →	\$78,204.44 (+ 1.18%)
APPRaiser 02	70 → 11		E → E		\$81,144.00 →	\$81,692.36 (+ 0.68%)
APPRaiser 03	72 → 12		A → A		\$69,912.00 →	\$72,039.49 (+ 3.04%)
APPRaiser 03	72 → 12		B → B		\$73,488.00 →	\$75,252.46 (+ 2.40%)
APPRaiser 03	72 → 12		C → C		\$77,076.00 →	\$78,608.71 (+ 1.99%)
APPRaiser 03	72 → 12		D → D		\$80,856.00 →	\$82,114.66 (+ 1.56%)
APPRaiser 03	72 → 12		E → E		\$84,936.00 →	\$85,776.98 (+ 0.99%)
AUDITOR APPRAISER 01	70 → 11		A → A		\$66,732.00 →	\$68,609.04 (+ 2.81%)
AUDITOR APPRAISER 01	70 → 11		B → B		\$70,116.00 →	\$71,669.00 (+ 2.21%)
AUDITOR APPRAISER 01	70 → 11		C → C		\$73,572.00 →	\$74,865.44 (+ 1.76%)
AUDITOR APPRAISER 01	70 → 11		D → D		\$77,292.00 →	\$78,204.44 (+ 1.18%)
AUDITOR APPRAISER 01	70 → 11		E → E		\$81,144.00 →	\$81,692.36 (+ 0.68%)
AUDITOR APPRAISER 02	72 → 12		A → A		\$69,912.00 →	\$72,039.49 (+ 3.04%)
AUDITOR APPRAISER 02	72 → 12		B → B		\$73,488.00 →	\$75,252.46 (+ 2.40%)
AUDITOR APPRAISER 02	72 → 12		C → C		\$77,076.00 →	\$78,608.71 (+ 1.99%)
AUDITOR APPRAISER 02	72 → 12		D → D		\$80,856.00 →	\$82,114.66 (+ 1.56%)
AUDITOR APPRAISER 02	72 → 12		E → E		\$84,936.00 →	\$85,776.98 (+ 0.99%)
AUDITOR APPRAISER 03	78 → 15		A → A		\$80,592.00 →	\$83,394.72 (+ 3.48%)
AUDITOR APPRAISER 03	78 → 15		B → B		\$84,552.00 →	\$87,114.12 (+ 3.03%)
AUDITOR APPRAISER 03	78 → 15		C → C		\$88,836.00 →	\$90,999.41 (+ 2.44%)
AUDITOR APPRAISER 03	78 → 15		D → D		\$93,264.00 →	\$95,057.99 (+ 1.92%)
AUDITOR APPRAISER 03	78 → 15		E → E		\$97,932.00 →	\$99,297.57 (+ 1.39%)
BEH HEALTH CLINICIAN TRAINEE (FORMERLY SWIV)	73 → 12		A → A		\$71,568.00 →	\$72,039.49 (+ 0.66%)
BEH HEALTH CLINICIAN TRAINEE (FORMERLY SWIV)	73 → 12		B → B		\$75,192.00 →	\$75,252.46 (+ 0.08%)
BEH HEALTH CLINICIAN TRAINEE (FORMERLY SWIV)	73 → 12		C → D		\$78,972.00 →	\$82,114.66 (+ 3.98%)
BEH HEALTH CLINICIAN TRAINEE (FORMERLY SWIV)	73 → 12		D → E		\$82,920.00 →	\$85,776.98 (+ 3.45%)
BEH HEALTH CLINICIAN TRAINEE (FORMERLY SWIV)	73 → 12		E → F		\$87,048.00 →	\$89,602.63 (+ 2.93%)

Title	Grade Change		Step Change		Salary Change	
BUILDING INSPECTOR	68 → 10		A → A		\$63,636.00 → \$65,341.94	(+ 2.68%)
BUILDING INSPECTOR	68 → 10		B → B		\$66,828.00 → \$68,256.20	(+ 2.14%)
BUILDING INSPECTOR	68 → 10		C → C		\$70,152.00 → \$71,300.42	(+ 1.64%)
BUILDING INSPECTOR	68 → 10		D → D		\$73,584.00 → \$74,480.42	(+ 1.22%)
BUILDING INSPECTOR	68 → 10		E → E		\$77,316.00 → \$77,802.25	(+ 0.63%)
BUILDING MAINTENANCE WATER SUPERVISOR 01	71 → 11		A → A		\$68,268.00 → \$68,609.04	(+ 0.50%)
BUILDING MAINTENANCE WATER SUPERVISOR 01	71 → 11		B → C		\$71,688.00 → \$74,865.44	(+ 4.43%)
BUILDING MAINTENANCE WATER SUPERVISOR 01	71 → 11		C → D		\$75,300.00 → \$78,204.44	(+ 3.86%)
BUILDING MAINTENANCE WATER SUPERVISOR 01	71 → 11		D → E		\$79,020.00 → \$81,692.36	(+ 3.38%)
BUILDING MAINTENANCE WATER SUPERVISOR 01	71 → 11		E → F		\$83,016.00 → \$85,335.84	(+ 2.79%)
BUILDING MAINTENANCE WATER SUPERVISOR 02	73 → 12		A → A		\$71,568.00 → \$72,039.49	(+ 0.66%)
BUILDING MAINTENANCE WATER SUPERVISOR 02	73 → 12		B → B		\$75,192.00 → \$75,252.46	(+ 0.08%)
BUILDING MAINTENANCE WATER SUPERVISOR 02	73 → 12		C → D		\$78,972.00 → \$82,114.66	(+ 3.98%)
BUILDING MAINTENANCE WATER SUPERVISOR 02	73 → 12		D → E		\$82,920.00 → \$85,776.98	(+ 3.45%)
BUILDING MAINTENANCE WATER SUPERVISOR 02	73 → 12		E → F		\$87,048.00 → \$89,602.63	(+ 2.93%)
BUILDING MAINTENANCE WORKER 01	56 → 4		A → A		\$48,072.00 → \$48,759.17	(+ 1.43%)
BUILDING MAINTENANCE WORKER 01	56 → 4		B → B		\$50,364.00 → \$50,933.82	(+ 1.13%)
BUILDING MAINTENANCE WORKER 01	56 → 4		C → C		\$52,872.00 → \$53,205.47	(+ 0.63%)
BUILDING MAINTENANCE WORKER 01	56 → 4		D → D		\$55,536.00 → \$55,578.44	(+ 0.08%)
BUILDING MAINTENANCE WORKER 01	56 → 4		E → F		\$58,332.00 → \$60,646.59	(+ 3.97%)
BUILDING MAINTENANCE WORKER 02	60 → 6		A → A		\$52,752.00 → \$53,756.98	(+ 1.91%)
BUILDING MAINTENANCE WORKER 02	60 → 6		B → B		\$55,332.00 → \$56,154.54	(+ 1.49%)
BUILDING MAINTENANCE WORKER 02	60 → 6		C → C		\$58,104.00 → \$58,659.03	(+ 0.96%)
BUILDING MAINTENANCE WORKER 02	60 → 6		D → D		\$61,068.00 → \$61,275.23	(+ 0.34%)
BUILDING MAINTENANCE WORKER 02	60 → 6		E → F		\$64,068.00 → \$66,862.86	(+ 4.36%)
BUILDING MAINTENANCE WORKER 03	62 → 7		A → A		\$55,248.00 → \$56,444.83	(+ 2.17%)
BUILDING MAINTENANCE WORKER 03	62 → 7		B → B		\$58,044.00 → \$58,962.27	(+ 1.58%)
BUILDING MAINTENANCE WORKER 03	62 → 7		C → C		\$60,972.00 → \$61,591.98	(+ 1.02%)
BUILDING MAINTENANCE WORKER 03	62 → 7		D → D		\$63,888.00 → \$64,338.99	(+ 0.71%)
BUILDING MAINTENANCE WORKER 03	62 → 7		E → E		\$67,176.00 → \$67,208.51	(+ 0.05%)
BUILDING MAINTENANCE WORKER 04	64 → 8		A → A		\$57,900.00 → \$59,267.07	(+ 2.36%)
BUILDING MAINTENANCE WORKER 04	64 → 8		B → B		\$60,744.00 → \$61,910.38	(+ 1.92%)
BUILDING MAINTENANCE WORKER 04	64 → 8		C → C		\$63,720.00 → \$64,671.58	(+ 1.49%)
BUILDING MAINTENANCE WORKER 04	64 → 8		D → D		\$67,092.00 → \$67,555.94	(+ 0.69%)
BUILDING MAINTENANCE WORKER 04	64 → 8		E → E		\$70,332.00 → \$70,568.93	(+ 0.34%)
BUILDING MAINTENANCE WORKER 04	53 → 3		A → A		\$44,844.00 → \$46,437.30	(+ 3.55%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I	53 → 3		B → B		\$47,064.00 → \$48,508.40	(+ 3.07%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I	53 → 3		C → C		\$49,344.00 → \$50,671.88	(+ 2.69%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I	53 → 3		D → D		\$51,720.00 → \$52,931.84	(+ 2.34%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I	53 → 3		E → E		\$54,516.00 → \$55,292.60	(+ 1.42%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I [Hourly]	53 → 3		A → A		\$21.56 → \$22.33	(+ 3.55%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I [Hourly]	53 → 3		B → B		\$22.63 → \$23.32	(+ 3.07%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I [Hourly]	53 → 3		C → C		\$23.72 → \$24.36	(+ 2.69%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I [Hourly]	53 → 3		D → D		\$24.87 → \$25.45	(+ 2.34%)
CAREGIVER RESIDENTIAL 01 → RESIDENTIAL CAREGIVER I [Hourly]	53 → 3		E → E		\$26.21 → \$26.58	(+ 1.42%)

Title	Grade Change		Step Change		Salary Change	
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II	57 → 5		A → A		\$49,116.00 → \$51,197.12	(+ 4.24%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II	57 → 5		B → B		\$51,612.00 → \$53,480.51	(+ 3.62%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II	57 → 5		C → C		\$54,180.00 → \$55,865.75	(+ 3.11%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II	57 → 5		D → D		\$56,844.00 → \$58,357.36	(+ 2.66%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II	57 → 5		E → E		\$59,676.00 → \$60,960.10	(+ 2.15%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II [Hourly]	57 → 5		A → A		\$23.61 → \$24.61	(+ 4.24%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II [Hourly]	57 → 5		B → B		\$24.81 → \$25.71	(+ 3.62%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II [Hourly]	57 → 5		C → C		\$26.05 → \$26.86	(+ 3.11%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II [Hourly]	57 → 5		D → D		\$27.33 → \$28.06	(+ 2.66%)
CAREGIVER RESIDENTIAL 02 → RESIDENTIAL CAREGIVER II [Hourly]	57 → 5		E → E		\$28.69 → \$29.31	(+ 2.15%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III	60 → 7		A → A		\$52,752.00 → \$56,444.83	(+ 7.00%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III	60 → 7		B → A		\$55,332.00 → \$56,444.83	(+ 2.01%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III	60 → 7		C → B		\$58,104.00 → \$58,962.27	(+ 1.48%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III	60 → 7		D → C		\$61,068.00 → \$61,591.98	(+ 0.86%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III	60 → 7		E → D		\$64,068.00 → \$64,338.99	(+ 0.42%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III [Hourly]	60 → 7		A → A		\$25.36 → \$27.14	(+ 7.00%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III [Hourly]	60 → 7		B → A		\$26.60 → \$27.14	(+ 2.01%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III [Hourly]	60 → 7		C → B		\$27.93 → \$28.35	(+ 1.48%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III [Hourly]	60 → 7		D → C		\$29.36 → \$29.61	(+ 0.86%)
CAREGIVER RESIDENTIAL 03 → RESIDENTIAL CAREGIVER III [Hourly]	60 → 7		E → D		\$30.80 → \$30.93	(+ 0.42%)
CHILD SUPPORT ATTORNEY 01	81 → 16		A → A		\$86,484.00 → \$87,564.45	(+ 1.25%)
CHILD SUPPORT ATTORNEY 01	81 → 16		B → B		\$90,912.00 → \$91,469.83	(+ 0.61%)
CHILD SUPPORT ATTORNEY 01	81 → 16		C → C		\$95,424.00 → \$95,549.38	(+ 0.13%)
CHILD SUPPORT ATTORNEY 01	81 → 16		D → E		\$100,236.00 → \$104,262.45	(+ 4.02%)
CHILD SUPPORT ATTORNEY 01	81 → 16		E → F		\$105,180.00 → \$108,912.56	(+ 3.55%)
CHILD SUPPORT ATTORNEY 02	83 → 17		A → A		\$90,912.00 → \$91,942.68	(+ 1.13%)
CHILD SUPPORT ATTORNEY 02	83 → 17		B → B		\$95,424.00 → \$96,043.32	(+ 0.65%)
CHILD SUPPORT ATTORNEY 02	83 → 17		C → C		\$100,236.00 → \$100,326.85	(+ 0.09%)
CHILD SUPPORT ATTORNEY 02	83 → 17		D → E		\$105,084.00 → \$109,475.57	(+ 4.18%)
CHILD SUPPORT ATTORNEY 02	83 → 17		E → F		\$110,460.00 → \$114,358.19	(+ 3.53%)
CHILD SUPPORT ATTORNEY 03	86 → 18		A → B		\$97,800.00 → \$100,845.49	(+ 3.11%)
CHILD SUPPORT ATTORNEY 03	86 → 18		B → C		\$102,672.00 → \$105,343.20	(+ 2.60%)
CHILD SUPPORT ATTORNEY 03	86 → 18		C → D		\$107,760.00 → \$110,041.50	(+ 2.12%)
CHILD SUPPORT ATTORNEY 03	86 → 18		D → E		\$113,244.00 → \$114,949.35	(+ 1.51%)
CHILD SUPPORT ATTORNEY 03	86 → 18		E → F		\$118,872.00 → \$120,076.09	(+ 1.01%)
CHILD SUPPORT ATTORNEY 04	89 → 20		A → A		\$105,324.00 → \$106,435.14	(+ 1.05%)
CHILD SUPPORT ATTORNEY 04	89 → 20		B → B		\$110,460.00 → \$111,182.15	(+ 0.65%)
CHILD SUPPORT ATTORNEY 04	89 → 20		C → C		\$116,052.00 → \$116,140.87	(+ 0.08%)
CHILD SUPPORT ATTORNEY 04	89 → 20		D → E		\$121,752.00 → \$126,731.66	(+ 4.09%)
CHILD SUPPORT ATTORNEY 04	89 → 20		E → F		\$127,908.00 → \$132,383.89	(+ 3.50%)
CHILD SUPPORT OFFICER 01	57 → 4		A → B		\$49,116.00 → \$50,933.82	(+ 3.70%)
CHILD SUPPORT OFFICER 01	57 → 4		B → C		\$51,612.00 → \$53,205.47	(+ 3.09%)
CHILD SUPPORT OFFICER 01	57 → 4		C → D		\$54,180.00 → \$55,578.44	(+ 2.58%)
CHILD SUPPORT OFFICER 01	57 → 4		D → E		\$56,844.00 → \$58,057.23	(+ 2.13%)
CHILD SUPPORT OFFICER 01	57 → 4		E → F		\$59,676.00 → \$60,646.59	(+ 1.63%)

Title	Grade Change		Step Change		Salary Change	
CHILD SUPPORT OFFICER 02	60 → 6		A → A		\$52,752.00 →	\$53,756.98 (+ 1.91%)
CHILD SUPPORT OFFICER 02	60 → 6		B → B		\$55,332.00 →	\$56,154.54 (+ 1.49%)
CHILD SUPPORT OFFICER 02	60 → 6		C → C		\$58,104.00 →	\$58,659.03 (+ 0.96%)
CHILD SUPPORT OFFICER 02	60 → 6		D → D		\$61,068.00 →	\$61,275.23 (+ 0.34%)
CHILD SUPPORT OFFICER 02	60 → 6		E → F		\$64,068.00 →	\$66,862.86 (+ 4.36%)
CHILD SUPPORT OFFICER 03	64 → 8		A → A		\$57,900.00 →	\$59,267.07 (+ 2.36%)
CHILD SUPPORT OFFICER 03	64 → 8		B → B		\$60,744.00 →	\$61,910.38 (+ 1.92%)
CHILD SUPPORT OFFICER 03	64 → 8		C → C		\$63,720.00 →	\$64,671.58 (+ 1.49%)
CHILD SUPPORT OFFICER 03	64 → 8		D → D		\$67,092.00 →	\$67,555.94 (+ 0.69%)
CHILD SUPPORT OFFICER 03	64 → 8		E → E		\$70,332.00 →	\$70,568.93 (+ 0.34%)
CHILD SUPPORT SUPERVISOR	72 → 12		A → A		\$69,912.00 →	\$72,039.49 (+ 3.04%)
CHILD SUPPORT SUPERVISOR	72 → 12		B → B		\$73,488.00 →	\$75,252.46 (+ 2.40%)
CHILD SUPPORT SUPERVISOR	72 → 12		C → C		\$77,076.00 →	\$78,608.71 (+ 1.99%)
CHILD SUPPORT SUPERVISOR	72 → 12		D → D		\$80,856.00 →	\$82,114.66 (+ 1.56%)
CHILD SUPPORT SUPERVISOR	72 → 12		E → E		\$84,936.00 →	\$85,776.98 (+ 0.99%)
CIVIL OFFICER 01	64 → 8		A → A		\$57,900.00 →	\$59,267.07 (+ 2.36%)
CIVIL OFFICER 01	64 → 8		B → B		\$60,744.00 →	\$61,910.38 (+ 1.92%)
CIVIL OFFICER 01	64 → 8		C → C		\$63,720.00 →	\$64,671.58 (+ 1.49%)
CIVIL OFFICER 01	64 → 8		D → D		\$67,092.00 →	\$67,555.94 (+ 0.69%)
CIVIL OFFICER 01	64 → 8		E → E		\$70,332.00 →	\$70,568.93 (+ 0.34%)
CIVIL OFFICER 02	67 → 9		A → A		\$62,112.00 →	\$62,230.42 (+ 0.19%)
CIVIL OFFICER 02	67 → 9		B → C		\$65,220.00 →	\$67,905.16 (+ 4.12%)
CIVIL OFFICER 02	67 → 9		C → D		\$68,496.00 →	\$70,933.73 (+ 3.56%)
CIVIL OFFICER 02	67 → 9		D → E		\$71,976.00 →	\$74,097.38 (+ 2.95%)
CIVIL OFFICER 02	67 → 9		E → F		\$75,396.00 →	\$77,402.12 (+ 2.66%)
CIVIL OFFICER 03	70 → 11		A → A		\$66,732.00 →	\$68,609.04 (+ 2.81%)
CIVIL OFFICER 03	70 → 11		B → B		\$70,116.00 →	\$71,669.00 (+ 2.21%)
CIVIL OFFICER 03	70 → 11		C → C		\$73,572.00 →	\$74,865.44 (+ 1.76%)
CIVIL OFFICER 03	70 → 11		D → D		\$77,292.00 →	\$78,204.44 (+ 1.18%)
CIVIL OFFICER 03	70 → 11		E → E		\$81,144.00 →	\$81,692.36 (+ 0.68%)
CODE COMPLIANCE INSPECTOR	68 → 10		A → A		\$63,636.00 →	\$65,341.94 (+ 2.68%)
CODE COMPLIANCE INSPECTOR	68 → 10		B → B		\$66,828.00 →	\$68,256.20 (+ 2.14%)
CODE COMPLIANCE INSPECTOR	68 → 10		C → C		\$70,152.00 →	\$71,300.42 (+ 1.64%)
CODE COMPLIANCE INSPECTOR	68 → 10		D → D		\$73,584.00 →	\$74,480.42 (+ 1.22%)
CODE COMPLIANCE INSPECTOR	68 → 10		E → E		\$77,316.00 →	\$77,802.25 (+ 0.63%)
COMMUNITY RELATIONS LIAISON	78 → 15		A → A		\$80,592.00 →	\$83,394.72 (+ 3.48%)
COMMUNITY RELATIONS LIAISON	78 → 15		B → B		\$84,552.00 →	\$87,114.12 (+ 3.03%)
COMMUNITY RELATIONS LIAISON	78 → 15		C → C		\$88,836.00 →	\$90,999.41 (+ 2.44%)
COMMUNITY RELATIONS LIAISON	78 → 15		D → D		\$93,264.00 →	\$95,057.99 (+ 1.92%)
COMMUNITY RELATIONS LIAISON	78 → 15		E → E		\$97,932.00 →	\$99,297.57 (+ 1.39%)
CUSTODIAN 01 → CUSTODIAL WORKER I	50 → 3		A → A		\$41,772.00 →	\$46,437.30 (+11.17%)
CUSTODIAN 01 → CUSTODIAL WORKER I	50 → 3		B → A		\$43,908.00 →	\$46,437.30 (+ 5.76%)
CUSTODIAN 01 → CUSTODIAL WORKER I	50 → 3		C → A		\$46,080.00 →	\$46,437.30 (+ 0.78%)
CUSTODIAN 01 → CUSTODIAL WORKER I	50 → 3		D → B		\$48,324.00 →	\$48,508.40 (+ 0.38%)
CUSTODIAN 01 → CUSTODIAL WORKER I	50 → 3		E → D		\$50,820.00 →	\$52,931.84 (+ 4.16%)

Title	Grade Change		Step Change		Salary Change	
CUSTODIAN 02 → CUSTODIAL WORKER II	54 → 3		A → A		\$45,792.00 → \$46,437.30	(+ 1.41%)
CUSTODIAN 02 → CUSTODIAL WORKER II	54 → 3		B → B		\$48,192.00 → \$48,508.40	(+ 0.66%)
CUSTODIAN 02 → CUSTODIAL WORKER II	54 → 3		C → C		\$50,496.00 → \$50,671.88	(+ 0.35%)
CUSTODIAN 02 → CUSTODIAL WORKER II	54 → 3		D → E		\$52,980.00 → \$55,292.60	(+ 4.37%)
CUSTODIAN 02 → CUSTODIAL WORKER II	54 → 3		E → F		\$55,716.00 → \$57,758.65	(+ 3.67%)
DISTRICT ATTORNEY DEPUTY 01 → DEPUTY DISTRICT ATTORNEY I	84 → 17		A → B		\$93,168.00 → \$96,043.32	(+ 3.09%)
DISTRICT ATTORNEY DEPUTY 01 → DEPUTY DISTRICT ATTORNEY I	84 → 17		B → C		\$97,788.00 → \$100,326.85	(+ 2.60%)
DISTRICT ATTORNEY DEPUTY 01 → DEPUTY DISTRICT ATTORNEY I	84 → 17		C → D		\$102,672.00 → \$104,801.43	(+ 2.07%)
DISTRICT ATTORNEY DEPUTY 01 → DEPUTY DISTRICT ATTORNEY I	84 → 17		D → E		\$107,760.00 → \$109,475.57	(+ 1.59%)
DISTRICT ATTORNEY DEPUTY 01 → DEPUTY DISTRICT ATTORNEY I	84 → 17		E → F		\$113,244.00 → \$114,358.19	(+ 0.98%)
DISTRICT ATTORNEY DEPUTY 02 → DEPUTY DISTRICT ATTORNEY II	86 → 18		A → B		\$97,800.00 → \$100,845.49	(+ 3.11%)
DISTRICT ATTORNEY DEPUTY 02 → DEPUTY DISTRICT ATTORNEY II	86 → 18		B → C		\$102,672.00 → \$105,343.20	(+ 2.60%)
DISTRICT ATTORNEY DEPUTY 02 → DEPUTY DISTRICT ATTORNEY II	86 → 18		C → D		\$107,760.00 → \$110,041.50	(+ 2.12%)
DISTRICT ATTORNEY DEPUTY 02 → DEPUTY DISTRICT ATTORNEY II	86 → 18		D → E		\$113,244.00 → \$114,949.35	(+ 1.51%)
DISTRICT ATTORNEY DEPUTY 02 → DEPUTY DISTRICT ATTORNEY II	86 → 18		E → F		\$118,872.00 → \$120,076.09	(+ 1.01%)
DISTRICT ATTORNEY DEPUTY 03 → DEPUTY DISTRICT ATTORNEY III	89 → 20		A → A		\$105,324.00 → \$106,435.14	(+ 1.05%)
DISTRICT ATTORNEY DEPUTY 03 → DEPUTY DISTRICT ATTORNEY III	89 → 20		B → B		\$110,460.00 → \$111,182.15	(+ 0.65%)
DISTRICT ATTORNEY DEPUTY 03 → DEPUTY DISTRICT ATTORNEY III	89 → 20		C → C		\$116,052.00 → \$116,140.87	(+ 0.08%)
DISTRICT ATTORNEY DEPUTY 03 → DEPUTY DISTRICT ATTORNEY III	89 → 20		D → E		\$121,752.00 → \$126,731.66	(+ 4.09%)
DISTRICT ATTORNEY DEPUTY 03 → DEPUTY DISTRICT ATTORNEY III	89 → 20		E → F		\$127,908.00 → \$132,383.89	(+ 3.50%)
DISTRICT ATTORNEY DEPUTY 04 → DEPUTY DISTRICT ATTORNEY IV	92 → 22		A → A		\$113,304.00 → \$117,344.74	(+ 3.57%)
DISTRICT ATTORNEY DEPUTY 04 → DEPUTY DISTRICT ATTORNEY IV	92 → 22		B → B		\$118,872.00 → \$122,578.32	(+ 3.12%)
DISTRICT ATTORNEY DEPUTY 04 → DEPUTY DISTRICT ATTORNEY IV	92 → 22		C → C		\$124,836.00 → \$128,045.31	(+ 2.57%)
DISTRICT ATTORNEY DEPUTY 04 → DEPUTY DISTRICT ATTORNEY IV	92 → 22		D → D		\$131,172.00 → \$133,756.13	(+ 1.97%)
DISTRICT ATTORNEY DEPUTY 04 → DEPUTY DISTRICT ATTORNEY IV	92 → 22		E → E		\$137,724.00 → \$139,721.66	(+ 1.45%)
EMPLOYMENT & TRAINING WORKER 01	60 → 7		A → A		\$52,752.00 → \$56,444.83	(+ 7.00%)
EMPLOYMENT & TRAINING WORKER 01	60 → 7		B → A		\$55,332.00 → \$56,444.83	(+ 2.01%)
EMPLOYMENT & TRAINING WORKER 01	60 → 7		C → B		\$58,104.00 → \$58,962.27	(+ 1.48%)
EMPLOYMENT & TRAINING WORKER 01	60 → 7		D → C		\$61,068.00 → \$61,591.98	(+ 0.86%)
EMPLOYMENT & TRAINING WORKER 01	60 → 7		E → D		\$64,068.00 → \$64,338.99	(+ 0.42%)
EMPLOYMENT & TRAINING WORKER 02	64 → 8		A → A		\$57,900.00 → \$59,267.07	(+ 2.36%)
EMPLOYMENT & TRAINING WORKER 02	64 → 8		B → B		\$60,744.00 → \$61,910.38	(+ 1.92%)
EMPLOYMENT & TRAINING WORKER 02	64 → 8		C → C		\$63,720.00 → \$64,671.58	(+ 1.49%)
EMPLOYMENT & TRAINING WORKER 02	64 → 8		D → D		\$67,092.00 → \$67,555.94	(+ 0.69%)
EMPLOYMENT & TRAINING WORKER 02	64 → 8		E → E		\$70,332.00 → \$70,568.93	(+ 0.34%)
EMPLOYMENT & TRAINING WORKER 03	67 → 9		A → A		\$62,112.00 → \$62,230.42	(+ 0.19%)
EMPLOYMENT & TRAINING WORKER 03	67 → 9		B → C		\$65,220.00 → \$67,905.16	(+ 4.12%)
EMPLOYMENT & TRAINING WORKER 03	67 → 9		C → D		\$68,496.00 → \$70,933.73	(+ 3.56%)
EMPLOYMENT & TRAINING WORKER 03	67 → 9		D → E		\$71,976.00 → \$74,097.38	(+ 2.95%)
EMPLOYMENT & TRAINING WORKER 03	67 → 9		E → F		\$75,396.00 → \$77,402.12	(+ 2.66%)
ENGINEER ASSISTANT CIVIL	73 → 12		A → A		\$71,568.00 → \$72,039.49	(+ 0.66%)
ENGINEER ASSISTANT CIVIL	73 → 12		B → B		\$75,192.00 → \$75,252.46	(+ 0.08%)
ENGINEER ASSISTANT CIVIL	73 → 12		C → D		\$78,972.00 → \$82,114.66	(+ 3.98%)
ENGINEER ASSISTANT CIVIL	73 → 12		D → E		\$82,920.00 → \$85,776.98	(+ 3.45%)
ENGINEER ASSISTANT CIVIL	73 → 12		E → F		\$87,048.00 → \$89,602.63	(+ 2.93%)

Title	Grade Change		Step Change		Salary Change	
ENGINEER ASSOCIATE	78 → 14		A → B		\$80,592.00 → \$82,965.83	(+ 2.95%)
ENGINEER ASSOCIATE	78 → 14		B → C		\$84,552.00 → \$86,666.11	(+ 2.50%)
ENGINEER ASSOCIATE	78 → 14		C → D		\$88,836.00 → \$90,531.42	(+ 1.91%)
ENGINEER ASSOCIATE	78 → 14		D → E		\$93,264.00 → \$94,569.12	(+ 1.40%)
ENGINEER ASSOCIATE	78 → 14		E → F		\$97,932.00 → \$98,786.90	(+ 0.87%)
ENGINEER ASSOCIATE CIVIL	82 → 16		A → B		\$88,752.00 → \$91,469.83	(+ 3.06%)
ENGINEER ASSOCIATE CIVIL	82 → 16		B → C		\$93,072.00 → \$95,549.38	(+ 2.66%)
ENGINEER ASSOCIATE CIVIL	82 → 16		C → D		\$97,788.00 → \$99,810.89	(+ 2.07%)
ENGINEER ASSOCIATE CIVIL	82 → 16		D → E		\$102,672.00 → \$104,262.45	(+ 1.55%)
ENGINEER ASSOCIATE CIVIL	82 → 16		E → F		\$107,760.00 → \$108,912.56	(+ 1.07%)
ENGINEERING ASSISTANT 01	71 → 11		A → A		\$68,268.00 → \$68,609.04	(+ 0.50%)
ENGINEERING ASSISTANT 01	71 → 11		B → C		\$71,688.00 → \$74,865.44	(+ 4.43%)
ENGINEERING ASSISTANT 01	71 → 11		C → D		\$75,300.00 → \$78,204.44	(+ 3.86%)
ENGINEERING ASSISTANT 01	71 → 11		D → E		\$79,020.00 → \$81,692.36	(+ 3.38%)
ENGINEERING ASSISTANT 01	71 → 11		E → F		\$83,016.00 → \$85,335.84	(+ 2.79%)
ENGINEERING ASSISTANT 02	75 → 14		A → A		\$75,096.00 → \$79,423.54	(+ 5.76%)
ENGINEERING ASSISTANT 02	75 → 14		B → A		\$78,888.00 → \$79,423.54	(+ 0.68%)
ENGINEERING ASSISTANT 02	75 → 14		C → B		\$82,692.00 → \$82,965.83	(+ 0.33%)
ENGINEERING ASSISTANT 02	75 → 14		D → D		\$86,880.00 → \$90,531.42	(+ 4.20%)
ENGINEERING ASSISTANT 02	75 → 14		E → E		\$91,248.00 → \$94,569.12	(+ 3.64%)
ENGINEERING TECHNICIAN 01	61 → 6		A → B		\$53,952.00 → \$56,154.54	(+ 4.08%)
ENGINEERING TECHNICIAN 01	61 → 6		B → C		\$56,640.00 → \$58,659.03	(+ 3.56%)
ENGINEERING TECHNICIAN 01	61 → 6		C → D		\$59,508.00 → \$61,275.23	(+ 2.97%)
ENGINEERING TECHNICIAN 01	61 → 6		D → E		\$62,532.00 → \$64,008.10	(+ 2.36%)
ENGINEERING TECHNICIAN 01	61 → 6		E → F		\$65,532.00 → \$66,862.86	(+ 2.03%)
ENGINEERING TECHNICIAN 02	66 → 9		A → A		\$60,600.00 → \$62,230.42	(+ 2.69%)
ENGINEERING TECHNICIAN 02	66 → 9		B → B		\$63,660.00 → \$65,005.90	(+ 2.11%)
ENGINEERING TECHNICIAN 02	66 → 9		C → C		\$66,936.00 → \$67,905.16	(+ 1.45%)
ENGINEERING TECHNICIAN 02	66 → 9		D → D		\$70,212.00 → \$70,933.73	(+ 1.03%)
ENGINEERING TECHNICIAN 02	66 → 9		E → E		\$73,752.00 → \$74,097.38	(+ 0.47%)
ENVIRONMENTAL HEALTH OPERATIONS TECHNICIAN	65 → 8		A → A		\$59,184.00 → \$59,267.07	(+ 0.14%)
ENVIRONMENTAL HEALTH OPERATIONS TECHNICIAN	65 → 8		B → C		\$62,220.00 → \$64,671.58	(+ 3.94%)
ENVIRONMENTAL HEALTH OPERATIONS TECHNICIAN	65 → 8		C → D		\$65,340.00 → \$67,555.94	(+ 3.39%)
ENVIRONMENTAL HEALTH OPERATIONS TECHNICIAN	65 → 8		D → E		\$68,640.00 → \$70,568.93	(+ 2.81%)
ENVIRONMENTAL HEALTH OPERATIONS TECHNICIAN	65 → 8		E → F		\$72,000.00 → \$73,716.31	(+ 2.38%)
ENVIRONMENTAL HEALTH REHS 01	71 → 11		A → A		\$68,268.00 → \$68,609.04	(+ 0.50%)
ENVIRONMENTAL HEALTH REHS 01	71 → 11		B → C		\$71,688.00 → \$74,865.44	(+ 4.43%)
ENVIRONMENTAL HEALTH REHS 01	71 → 11		C → D		\$75,300.00 → \$78,204.44	(+ 3.86%)
ENVIRONMENTAL HEALTH REHS 01	71 → 11		D → E		\$79,020.00 → \$81,692.36	(+ 3.38%)
ENVIRONMENTAL HEALTH REHS 01	71 → 11		E → F		\$83,016.00 → \$85,335.84	(+ 2.79%)
ENVIRONMENTAL HEALTH REHS 02	75 → 13		A → A		\$75,096.00 → \$75,641.47	(+ 0.73%)
ENVIRONMENTAL HEALTH REHS 02	75 → 13		B → B		\$78,888.00 → \$79,015.08	(+ 0.16%)
ENVIRONMENTAL HEALTH REHS 02	75 → 13		C → D		\$82,692.00 → \$86,220.40	(+ 4.27%)
ENVIRONMENTAL HEALTH REHS 02	75 → 13		D → E		\$86,880.00 → \$90,065.83	(+ 3.67%)
ENVIRONMENTAL HEALTH REHS 02	75 → 13		E → F		\$91,248.00 → \$94,082.76	(+ 3.11%)

Title		Grade Change		Step Change		Salary Change	
ENVIRONMENTAL HEALTH REHS 03		79 → 15		A → A		\$82,464.00 →	\$83,394.72 (+ 1.13%)
ENVIRONMENTAL HEALTH REHS 03		79 → 15		B → B		\$86,652.00 →	\$87,114.12 (+ 0.53%)
ENVIRONMENTAL HEALTH REHS 03		79 → 15		C → C		\$90,924.00 →	\$90,999.41 (+ 0.08%)
ENVIRONMENTAL HEALTH REHS 03		79 → 15		D → E		\$95,472.00 →	\$99,297.57 (+ 4.01%)
ENVIRONMENTAL HEALTH REHS 03		79 → 15		E → F		\$100,296.00 →	\$103,726.25 (+ 3.42%)
ENVIRONMENTAL HEALTH TRAINEE		67 → 9		A → A		\$62,112.00 →	\$62,230.42 (+ 0.19%)
ENVIRONMENTAL HEALTH TRAINEE		67 → 9		B → C		\$65,220.00 →	\$67,905.16 (+ 4.12%)
ENVIRONMENTAL HEALTH TRAINEE		67 → 9		C → D		\$68,496.00 →	\$70,933.73 (+ 3.56%)
ENVIRONMENTAL HEALTH TRAINEE		67 → 9		D → E		\$71,976.00 →	\$74,097.38 (+ 2.95%)
ENVIRONMENTAL HEALTH TRAINEE		67 → 9		E → F		\$75,396.00 →	\$77,402.12 (+ 2.66%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		A → B		\$53,952.00 →	\$56,154.54 (+ 4.08%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		B → C		\$56,640.00 →	\$58,659.03 (+ 3.56%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		C → D		\$59,508.00 →	\$61,275.23 (+ 2.97%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		D → E		\$62,532.00 →	\$64,008.10 (+ 2.36%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		E → F		\$65,532.00 →	\$66,862.86 (+ 2.03%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		A → B		\$56,472.00 →	\$58,962.27 (+ 4.41%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		B → C		\$59,340.00 →	\$61,591.98 (+ 3.80%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		C → D		\$62,472.00 →	\$64,338.99 (+ 3.13%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		D → E		\$65,472.00 →	\$67,208.51 (+ 2.65%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		E → F		\$68,724.00 →	\$70,206.01 (+ 2.16%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		A → B		\$53,952.00 →	\$56,154.54 (+ 4.08%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		B → C		\$56,640.00 →	\$58,659.03 (+ 3.56%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		C → D		\$59,508.00 →	\$61,275.23 (+ 2.97%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		D → E		\$62,532.00 →	\$64,008.10 (+ 2.36%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		E → F		\$65,532.00 →	\$66,862.86 (+ 2.03%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		A → B		\$56,472.00 →	\$58,962.27 (+ 4.41%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		B → C		\$59,340.00 →	\$61,591.98 (+ 3.80%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		C → D		\$62,388.00 →	\$64,338.99 (+ 3.13%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		D → E		\$65,472.00 →	\$67,208.51 (+ 2.65%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		E → F		\$68,724.00 →	\$70,206.01 (+ 2.16%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		A → A		\$41,772.00 →	\$42,120.00 (+ 0.83%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		B → B		\$43,908.00 →	\$43,998.55 (+ 0.21%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		C → D		\$46,080.00 →	\$48,010.74 (+ 4.19%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		D → E		\$48,324.00 →	\$50,152.02 (+ 3.78%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		E → F		\$50,820.00 →	\$52,388.80 (+ 3.09%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		A → A		\$43,776.00 →	\$44,226.00 (+ 1.03%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		B → B		\$45,888.00 →	\$46,198.48 (+ 0.68%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		C → D		\$48,276.00 →	\$50,411.28 (+ 4.42%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		D → E		\$50,616.00 →	\$52,659.62 (+ 4.04%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		E → F		\$53,184.00 →	\$55,008.24 (+ 3.43%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		A → A		\$50,292.00 →	\$51,197.12 (+ 1.80%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		B → B		\$52,788.00 →	\$53,480.51 (+ 1.31%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		C → C		\$55,392.00 →	\$55,865.75 (+ 0.86%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		D → D		\$58,200.00 →	\$58,357.36 (+ 0.27%)
EQUIPMENT MECHANIC HEAVY 01 → HEAVY EQUIPMENT MECHANIC I		61 → 6		E → F		\$61,188.00 →	\$63,678.92 (+ 4.07%)

Title	Grade Change		Step Change		Salary Change	
EQUIPMENT OPERATOR HEAVY 02 → HEAVY EQUIPMENT OPERATOR II	60 → 6		A → A		\$52,752.00 →	\$53,756.98 (+ 1.91%)
EQUIPMENT OPERATOR HEAVY 02 → HEAVY EQUIPMENT OPERATOR II	60 → 6		B → B		\$55,332.00 →	\$56,154.54 (+ 1.49%)
EQUIPMENT OPERATOR HEAVY 02 → HEAVY EQUIPMENT OPERATOR II	60 → 6		C → C		\$58,104.00 →	\$58,659.03 (+ 0.96%)
EQUIPMENT OPERATOR HEAVY 02 → HEAVY EQUIPMENT OPERATOR II	60 → 6		D → D		\$61,068.00 →	\$61,275.23 (+ 0.34%)
EQUIPMENT OPERATOR HEAVY 02 → HEAVY EQUIPMENT OPERATOR II	60 → 6		E → F		\$64,068.00 →	\$66,862.86 (+ 4.36%)
EQUIPMENT OPERATOR LEAD → LEAD EQUIPMENT OPERATOR	66 → 9		A → A		\$60,600.00 →	\$62,230.42 (+ 2.69%)
EQUIPMENT OPERATOR LEAD → LEAD EQUIPMENT OPERATOR	66 → 9		B → B		\$63,660.00 →	\$65,005.90 (+ 2.11%)
EQUIPMENT OPERATOR LEAD → LEAD EQUIPMENT OPERATOR	66 → 9		C → C		\$66,936.00 →	\$67,905.16 (+ 1.45%)
EQUIPMENT OPERATOR LEAD → LEAD EQUIPMENT OPERATOR	66 → 9		D → D		\$70,212.00 →	\$70,933.73 (+ 1.03%)
EQUIPMENT OPERATOR LEAD → LEAD EQUIPMENT OPERATOR	66 → 9		E → E		\$73,752.00 →	\$74,097.38 (+ 0.47%)
EQUITY & DIVERSITY COORDINATOR	72 → 12		A → A		\$69,912.00 →	\$72,039.49 (+ 3.04%)
EQUITY & DIVERSITY COORDINATOR	72 → 12		B → B		\$73,488.00 →	\$75,252.46 (+ 2.40%)
EQUITY & DIVERSITY COORDINATOR	72 → 12		C → C		\$77,076.00 →	\$78,608.71 (+ 1.99%)
EQUITY & DIVERSITY COORDINATOR	72 → 12		D → D		\$80,856.00 →	\$82,114.66 (+ 1.56%)
EQUITY & DIVERSITY COORDINATOR	72 → 12		E → E		\$84,936.00 →	\$85,776.98 (+ 0.99%)
EVIDENCE TECHNICIAN 01	64 → 7		A → B		\$57,900.00 →	\$58,962.27 (+ 1.83%)
EVIDENCE TECHNICIAN 01	64 → 7		B → C		\$60,744.00 →	\$61,591.98 (+ 1.40%)
EVIDENCE TECHNICIAN 01	64 → 7		C → D		\$63,720.00 →	\$64,338.99 (+ 0.97%)
EVIDENCE TECHNICIAN 01	64 → 7		D → E		\$67,092.00 →	\$67,208.51 (+ 0.17%)
EVIDENCE TECHNICIAN 01	64 → 7		E → G		\$70,332.00 →	\$73,337.19 (+ 4.27%)
EVIDENCE TECHNICIAN 02	67 → 9		A → A		\$62,112.00 →	\$62,230.42 (+ 0.19%)
EVIDENCE TECHNICIAN 02	67 → 9		B → C		\$65,220.00 →	\$67,905.16 (+ 4.12%)
EVIDENCE TECHNICIAN 02	67 → 9		C → D		\$68,496.00 →	\$70,933.73 (+ 3.56%)
EVIDENCE TECHNICIAN 02	67 → 9		D → E		\$71,976.00 →	\$74,097.38 (+ 2.95%)
EVIDENCE TECHNICIAN 02	67 → 9		E → F		\$75,396.00 →	\$77,402.12 (+ 2.66%)
EVIDENCE TECHNICIAN 03	70 → 11		A → A		\$66,732.00 →	\$68,609.04 (+ 2.81%)
EVIDENCE TECHNICIAN 03	70 → 11		B → B		\$70,116.00 →	\$71,669.00 (+ 2.21%)
EVIDENCE TECHNICIAN 03	70 → 11		C → C		\$73,572.00 →	\$74,865.44 (+ 1.76%)
EVIDENCE TECHNICIAN 03	70 → 11		D → D		\$77,292.00 →	\$78,204.44 (+ 1.18%)
EVIDENCE TECHNICIAN 03	70 → 11		E → E		\$81,144.00 →	\$81,692.36 (+ 0.68%)
FACILITIES OPERATIONS SUPV → FACILITIES OPERATIONS SUPERVISOR	75 → 13		A → A		\$75,096.00 →	\$75,641.47 (+ 0.73%)
FACILITIES OPERATIONS SUPV → FACILITIES OPERATIONS SUPERVISOR	75 → 13		B → B		\$78,888.00 →	\$79,015.08 (+ 0.16%)
FACILITIES OPERATIONS SUPV → FACILITIES OPERATIONS SUPERVISOR	75 → 13		C → D		\$82,692.00 →	\$86,220.40 (+ 4.27%)
FACILITIES OPERATIONS SUPV → FACILITIES OPERATIONS SUPERVISOR	75 → 13		D → E		\$86,880.00 →	\$90,065.83 (+ 3.67%)
FACILITIES OPERATIONS SUPV → FACILITIES OPERATIONS SUPERVISOR	75 → 13		E → F		\$91,248.00 →	\$94,082.76 (+ 3.11%)
FIELD ASSISTANT	50 → 3		A → A		\$41,772.00 →	\$46,437.30 (+11.17%)
FIELD ASSISTANT	50 → 3		B → A		\$43,908.00 →	\$46,437.30 (+ 5.76%)
FIELD ASSISTANT	50 → 3		C → A		\$46,080.00 →	\$46,437.30 (+ 0.78%)
FIELD ASSISTANT	50 → 3		D → B		\$48,324.00 →	\$48,508.40 (+ 0.38%)
FIELD ASSISTANT	50 → 3		E → D		\$50,820.00 →	\$52,931.84 (+ 4.16%)
FIELD TECHNICIAN 01	52 → 3		A → A		\$43,776.00 →	\$46,437.30 (+ 6.08%)
FIELD TECHNICIAN 01	52 → 3		B → A		\$45,888.00 →	\$46,437.30 (+ 1.20%)
FIELD TECHNICIAN 01	52 → 3		C → B		\$48,276.00 →	\$48,508.40 (+ 0.48%)
FIELD TECHNICIAN 01	52 → 3		D → C		\$50,616.00 →	\$50,671.88 (+ 0.11%)
FIELD TECHNICIAN 01	52 → 3		E → E		\$53,184.00 →	\$55,292.60 (+ 3.96%)

Title	Grade Change		Step Change		Salary Change	
FIELD TECHNICIAN 02	56 → 5		A → A		\$48,072.00 → \$51,197.12	(+ 6.50%)
FIELD TECHNICIAN 02	56 → 5		B → A		\$50,364.00 → \$51,197.12	(+ 1.65%)
FIELD TECHNICIAN 02	56 → 5		C → B		\$52,872.00 → \$53,480.51	(+ 1.15%)
FIELD TECHNICIAN 02	56 → 5		D → C		\$55,536.00 → \$55,865.75	(+ 0.59%)
FIELD TECHNICIAN 02	56 → 5		E → D		\$58,332.00 → \$58,357.36	(+ 0.04%)
FIELD TECHNICIAN 03	60 → 7		A → A		\$52,752.00 → \$56,444.83	(+ 7.00%)
FIELD TECHNICIAN 03	60 → 7		B → A		\$55,332.00 → \$56,444.83	(+ 2.01%)
FIELD TECHNICIAN 03	60 → 7		C → B		\$58,104.00 → \$58,962.27	(+ 1.48%)
FIELD TECHNICIAN 03	60 → 7		D → C		\$61,068.00 → \$61,591.98	(+ 0.86%)
FIELD TECHNICIAN 03	60 → 7		E → D		\$64,068.00 → \$64,338.99	(+ 0.42%)
FIELD TECHNICIAN LEAD	66 → 10		A → A		\$60,600.00 → \$65,341.94	(+ 7.82%)
FIELD TECHNICIAN LEAD	66 → 10		B → A		\$63,660.00 → \$65,341.94	(+ 2.64%)
FIELD TECHNICIAN LEAD	66 → 10		C → B		\$66,936.00 → \$68,256.20	(+ 1.97%)
FIELD TECHNICIAN LEAD	66 → 10		D → C		\$70,212.00 → \$71,300.42	(+ 1.55%)
FIELD TECHNICIAN LEAD	66 → 10		E → D		\$73,752.00 → \$74,480.42	(+ 0.99%)
FIRST SUPERVISOR	76 → 14		A → A		\$76,872.00 → \$79,423.54	(+ 3.32%)
FIRST SUPERVISOR	76 → 14		B → B		\$80,712.00 → \$82,965.83	(+ 2.79%)
FIRST SUPERVISOR	76 → 14		C → C		\$84,816.00 → \$86,666.11	(+ 2.18%)
FIRST SUPERVISOR	76 → 14		D → D		\$89,040.00 → \$90,531.42	(+ 1.67%)
FIRST SUPERVISOR	76 → 14		E → E		\$93,480.00 → \$94,569.12	(+ 1.17%)
FIRST SUPERVISOR SENIOR	81 → 16		A → A		\$86,484.00 → \$87,564.45	(+ 1.25%)
FIRST SUPERVISOR SENIOR	81 → 16		B → B		\$90,912.00 → \$91,469.83	(+ 0.61%)
FIRST SUPERVISOR SENIOR	81 → 16		C → C		\$95,424.00 → \$95,549.38	(+ 0.13%)
FIRST SUPERVISOR SENIOR	81 → 16		D → E		\$100,236.00 → \$104,262.45	(+ 4.02%)
FIRST SUPERVISOR SENIOR	81 → 16		E → F		\$105,180.00 → \$108,912.56	(+ 3.55%)
FOOD COOK	51 → 2		A → A		\$42,780.00 → \$44,226.00	(+ 3.38%)
FOOD COOK	51 → 2		B → B		\$44,952.00 → \$46,198.48	(+ 2.77%)
FOOD COOK	51 → 2		C → C		\$47,124.00 → \$48,258.93	(+ 2.41%)
FOOD COOK	51 → 2		D → D		\$49,500.00 → \$50,411.28	(+ 1.84%)
FOOD COOK	51 → 2		E → E		\$51,876.00 → \$52,659.62	(+ 1.51%)
FOOD COOK [Hourly]	51 → 2		A → A		\$20.57 → \$21.26	(+ 3.38%)
FOOD COOK [Hourly]	51 → 2		B → B		\$21.61 → \$22.21	(+ 2.77%)
FOOD COOK [Hourly]	51 → 2		C → C		\$22.66 → \$23.20	(+ 2.41%)
FOOD COOK [Hourly]	51 → 2		D → D		\$23.80 → \$24.24	(+ 1.84%)
FOOD COOK [Hourly]	51 → 2		E → E		\$24.94 → \$25.32	(+ 1.51%)
FOOD COOK SUPERVISOR	58 → 5		A → A		\$50,292.00 → \$51,197.12	(+ 1.80%)
FOOD COOK SUPERVISOR	58 → 5		B → B		\$52,788.00 → \$53,480.51	(+ 1.31%)
FOOD COOK SUPERVISOR	58 → 5		C → C		\$55,392.00 → \$55,865.75	(+ 0.86%)
FOOD COOK SUPERVISOR	58 → 5		D → D		\$58,200.00 → \$58,357.36	(+ 0.27%)
FOOD COOK SUPERVISOR	58 → 5		E → F		\$61,188.00 → \$63,678.92	(+ 4.07%)
GATE ATTENDANT 01	50 → 3		A → A		\$41,772.00 → \$46,437.30	(+11.17%)
GATE ATTENDANT 01	50 → 3		B → A		\$43,908.00 → \$46,437.30	(+ 5.76%)
GATE ATTENDANT 01	50 → 3		C → A		\$46,080.00 → \$46,437.30	(+ 0.78%)
GATE ATTENDANT 01	50 → 3		D → B		\$48,324.00 → \$48,508.40	(+ 0.38%)
GATE ATTENDANT 01	50 → 3		E → D		\$50,820.00 → \$52,931.84	(+ 4.16%)

Title	Grade Change		Step Change		Salary Change	
GATE ATTENDANT 02	52	→ 4	A	→ A	\$43,776.00	→ \$48,759.17 (+11.38%)
GATE ATTENDANT 02	52	→ 4	B	→ A	\$45,888.00	→ \$48,759.17 (+ 6.26%)
GATE ATTENDANT 02	52	→ 4	C	→ A	\$48,276.00	→ \$48,759.17 (+ 1.00%)
GATE ATTENDANT 02	52	→ 4	D	→ B	\$50,616.00	→ \$50,933.82 (+ 0.63%)
GATE ATTENDANT 02	52	→ 4	E	→ C	\$53,184.00	→ \$53,205.47 (+ 0.04%)
GIS ANALYST 01	71	→ 13	A	→ A	\$68,268.00	→ \$75,641.47 (+10.80%)
GIS ANALYST 01	71	→ 13	B	→ A	\$71,688.00	→ \$75,641.47 (+ 5.51%)
GIS ANALYST 01	71	→ 13	C	→ A	\$75,300.00	→ \$75,641.47 (+ 0.45%)
GIS ANALYST 01	71	→ 13	D	→ C	\$79,020.00	→ \$82,539.15 (+ 4.45%)
GIS ANALYST 01	71	→ 13	E	→ D	\$83,016.00	→ \$86,220.40 (+ 3.86%)
GIS ANALYST 02	75	→ 14	A	→ A	\$75,096.00	→ \$79,423.54 (+ 5.76%)
GIS ANALYST 02	75	→ 14	B	→ A	\$78,888.00	→ \$79,423.54 (+ 0.68%)
GIS ANALYST 02	75	→ 14	C	→ B	\$82,692.00	→ \$82,965.83 (+ 0.33%)
GIS ANALYST 02	75	→ 14	D	→ D	\$86,880.00	→ \$90,531.42 (+ 4.20%)
GIS ANALYST 02	75	→ 14	E	→ E	\$91,248.00	→ \$94,569.12 (+ 3.64%)
GIS ANALYST 03	78	→ 15	A	→ A	\$80,592.00	→ \$83,394.72 (+ 3.48%)
GIS ANALYST 03	78	→ 15	B	→ B	\$84,552.00	→ \$87,114.12 (+ 3.03%)
GIS ANALYST 03	78	→ 15	C	→ C	\$88,836.00	→ \$90,999.41 (+ 2.44%)
GIS ANALYST 03	78	→ 15	D	→ D	\$93,264.00	→ \$95,057.99 (+ 1.92%)
GIS ANALYST 03	78	→ 15	E	→ E	\$97,932.00	→ \$99,297.57 (+ 1.39%)
GIS ANALYST 04	82	→ 17	A	→ A	\$88,752.00	→ \$91,942.68 (+ 3.60%)
GIS ANALYST 04	82	→ 17	B	→ B	\$93,072.00	→ \$96,043.32 (+ 3.19%)
GIS ANALYST 04	82	→ 17	C	→ C	\$97,788.00	→ \$100,326.85 (+ 2.60%)
GIS ANALYST 04	82	→ 17	D	→ D	\$102,672.00	→ \$104,801.43 (+ 2.07%)
GIS ANALYST 04	82	→ 17	E	→ E	\$107,760.00	→ \$109,475.57 (+ 1.59%)
GIS ANALYST SENIOR	87	→ 20	A	→ A	\$100,248.00	→ \$106,435.14 (+ 6.17%)
GIS ANALYST SENIOR	87	→ 20	B	→ A	\$105,084.00	→ \$106,435.14 (+ 1.29%)
GIS ANALYST SENIOR	87	→ 20	C	→ B	\$110,460.00	→ \$111,182.15 (+ 0.65%)
GIS ANALYST SENIOR	87	→ 20	D	→ C	\$116,052.00	→ \$116,140.87 (+ 0.08%)
GIS ANALYST SENIOR	87	→ 20	E	→ E	\$121,752.00	→ \$126,731.66 (+ 4.08%)
HAZARD MATERIALS MANAGER	78	→ 15	A	→ A	\$80,592.00	→ \$83,394.72 (+ 3.48%)
HAZARD MATERIALS MANAGER	78	→ 15	B	→ B	\$84,552.00	→ \$87,114.12 (+ 3.03%)
HAZARD MATERIALS MANAGER	78	→ 15	C	→ C	\$88,836.00	→ \$90,999.41 (+ 2.44%)
HAZARD MATERIALS MANAGER	78	→ 15	D	→ D	\$93,264.00	→ \$95,057.99 (+ 1.92%)
HAZARD MATERIALS MANAGER	78	→ 15	E	→ E	\$97,932.00	→ \$99,297.57 (+ 1.39%)
HAZARD MATERIALS MGR SENIOR → HAZARD MATERIALS MANAGER SENIOR	84	→ 18	A	→ A	\$93,168.00	→ \$96,539.81 (+ 3.62%)
HAZARD MATERIALS MGR SENIOR → HAZARD MATERIALS MANAGER SENIOR	84	→ 18	B	→ B	\$97,788.00	→ \$100,845.49 (+ 3.13%)
HAZARD MATERIALS MGR SENIOR → HAZARD MATERIALS MANAGER SENIOR	84	→ 18	C	→ C	\$102,672.00	→ \$105,343.20 (+ 2.60%)
HAZARD MATERIALS MGR SENIOR → HAZARD MATERIALS MANAGER SENIOR	84	→ 18	D	→ D	\$107,760.00	→ \$110,041.50 (+ 2.12%)
HAZARD MATERIALS MGR SENIOR → HAZARD MATERIALS MANAGER SENIOR	84	→ 18	E	→ E	\$113,244.00	→ \$114,949.35 (+ 1.51%)
HHS SPECIALIST 01 → HHS SPECIALIST	50	→ 3	A	→ A	\$41,772.00	→ \$46,437.30 (+11.17%)
HHS SPECIALIST 01 → HHS SPECIALIST	50	→ 3	B	→ A	\$43,908.00	→ \$46,437.30 (+ 5.76%)
HHS SPECIALIST 01 → HHS SPECIALIST	50	→ 3	C	→ A	\$46,080.00	→ \$46,437.30 (+ 0.78%)
HHS SPECIALIST 01 → HHS SPECIALIST	50	→ 3	D	→ B	\$48,324.00	→ \$48,508.40 (+ 0.38%)
HHS SPECIALIST 01 → HHS SPECIALIST	50	→ 3	E	→ D	\$50,820.00	→ \$52,931.84 (+ 4.16%)

Title		Grade Change	Step Change	Salary Change	
HHS SPECIALIST 01 → HHS SPECIALIST [Hourly]		50 → 3	A → A	\$20.08 → \$22.33	(+11.17%)
HHS SPECIALIST 01 → HHS SPECIALIST [Hourly]		50 → 3	B → A	\$21.11 → \$22.33	(+ 5.76%)
HHS SPECIALIST 01 → HHS SPECIALIST [Hourly]		50 → 3	C → A	\$22.15 → \$22.33	(+ 0.78%)
HHS SPECIALIST 01 → HHS SPECIALIST [Hourly]		50 → 3	D → B	\$23.23 → \$23.32	(+ 0.38%)
HHS SPECIALIST 01 → HHS SPECIALIST [Hourly]		50 → 3	E → D	\$24.43 → \$25.45	(+ 4.16%)
HHS SPECIALIST 02 → HHS SPECIALIST		53 → 3	A → A	\$44,844.00 → \$46,437.30	(+ 3.55%)
HHS SPECIALIST 02 → HHS SPECIALIST		53 → 3	B → B	\$47,064.00 → \$48,508.40	(+ 3.07%)
HHS SPECIALIST 02 → HHS SPECIALIST		53 → 3	C → C	\$49,344.00 → \$50,671.88	(+ 2.69%)
HHS SPECIALIST 02 → HHS SPECIALIST		53 → 3	D → D	\$51,720.00 → \$52,931.84	(+ 2.34%)
HHS SPECIALIST 02 → HHS SPECIALIST		53 → 3	E → E	\$54,516.00 → \$55,292.60	(+ 1.42%)
HHS SPECIALIST 02 → HHS SPECIALIST [Hourly]		53 → 3	A → A	\$21.56 → \$22.33	(+ 3.55%)
HHS SPECIALIST 02 → HHS SPECIALIST [Hourly]		53 → 3	B → B	\$22.63 → \$23.32	(+ 3.07%)
HHS SPECIALIST 02 → HHS SPECIALIST [Hourly]		53 → 3	C → C	\$23.72 → \$24.36	(+ 2.69%)
HHS SPECIALIST 02 → HHS SPECIALIST [Hourly]		53 → 3	D → D	\$24.87 → \$25.45	(+ 2.34%)
HHS SPECIALIST 02 → HHS SPECIALIST [Hourly]		53 → 3	E → E	\$26.21 → \$26.58	(+ 1.42%)
HHS SPECIALIST 03 → CASE MANAGER I		57 → 5	A → A	\$49,116.00 → \$51,197.12	(+ 4.24%)
HHS SPECIALIST 03 → CASE MANAGER I		57 → 5	B → B	\$51,612.00 → \$53,480.51	(+ 3.62%)
HHS SPECIALIST 03 → CASE MANAGER I		57 → 5	C → C	\$54,180.00 → \$55,865.75	(+ 3.11%)
HHS SPECIALIST 03 → CASE MANAGER I		57 → 5	D → D	\$56,844.00 → \$58,357.36	(+ 2.66%)
HHS SPECIALIST 03 → CASE MANAGER I		57 → 5	E → E	\$59,676.00 → \$60,960.10	(+ 2.15%)
HHS SPECIALIST 03 → CASE MANAGER I [Hourly]		57 → 5	A → A	\$23.61 → \$24.61	(+ 4.24%)
HHS SPECIALIST 03 → CASE MANAGER I [Hourly]		57 → 5	B → B	\$24.81 → \$25.71	(+ 3.62%)
HHS SPECIALIST 03 → CASE MANAGER I [Hourly]		57 → 5	C → C	\$26.05 → \$26.86	(+ 3.11%)
HHS SPECIALIST 03 → CASE MANAGER I [Hourly]		57 → 5	D → D	\$27.33 → \$28.06	(+ 2.66%)
HHS SPECIALIST 03 → CASE MANAGER I [Hourly]		57 → 5	E → E	\$28.69 → \$29.31	(+ 2.15%)
HHS SPECIALIST 04 → CASE MANAGER II		60 → 7	A → A	\$52,752.00 → \$56,444.83	(+ 7.00%)
HHS SPECIALIST 04 → CASE MANAGER II		60 → 7	B → A	\$55,332.00 → \$56,444.83	(+ 2.01%)
HHS SPECIALIST 04 → CASE MANAGER II		60 → 7	C → B	\$58,104.00 → \$58,962.27	(+ 1.48%)
HHS SPECIALIST 04 → CASE MANAGER II		60 → 7	D → C	\$61,068.00 → \$61,591.98	(+ 0.86%)
HHS SPECIALIST 04 → CASE MANAGER II		60 → 7	E → D	\$64,068.00 → \$64,338.99	(+ 0.42%)
HHS SPECIALIST 04 → CASE MANAGER II [Hourly]		60 → 7	A → A	\$25.36 → \$27.14	(+ 7.00%)
HHS SPECIALIST 04 → CASE MANAGER II [Hourly]		60 → 7	B → A	\$26.60 → \$27.14	(+ 2.01%)
HHS SPECIALIST 04 → CASE MANAGER II [Hourly]		60 → 7	C → B	\$27.93 → \$28.35	(+ 1.48%)
HHS SPECIALIST 04 → CASE MANAGER II [Hourly]		60 → 7	D → C	\$29.36 → \$29.61	(+ 0.86%)
HHS SPECIALIST 04 → CASE MANAGER II [Hourly]		60 → 7	E → D	\$30.80 → \$30.93	(+ 0.42%)
HOME VISIT SUPERVISOR		70 → 11	A → A	\$66,732.00 → \$68,609.04	(+ 2.81%)
HOME VISIT SUPERVISOR		70 → 11	B → B	\$70,116.00 → \$71,669.00	(+ 2.21%)
HOME VISIT SUPERVISOR		70 → 11	C → C	\$73,572.00 → \$74,865.44	(+ 1.76%)
HOME VISIT SUPERVISOR		70 → 11	D → D	\$77,292.00 → \$78,204.44	(+ 1.18%)
HOME VISIT SUPERVISOR		70 → 11	E → E	\$81,144.00 → \$81,692.36	(+ 0.68%)
INNOVATION & GRANT MANAGER		80 → 15	A → B	\$84,480.00 → \$87,114.12	(+ 3.12%)
INNOVATION & GRANT MANAGER		80 → 15	B → C	\$88,776.00 → \$90,999.41	(+ 2.50%)
INNOVATION & GRANT MANAGER		80 → 15	C → D	\$93,240.00 → \$95,057.99	(+ 1.95%)
INNOVATION & GRANT MANAGER		80 → 15	D → E	\$97,872.00 → \$99,297.57	(+ 1.46%)
INNOVATION & GRANT MANAGER		80 → 15	E → F	\$102,768.00 → \$103,726.25	(+ 0.93%)

Title			Grade Change	Step Change	Salary Change
INTEGRATED CASE WORKER 01			60 → 7	A → A	\$52,752.00 → \$56,444.83 (+ 7.00%)
INTEGRATED CASE WORKER 01			60 → 7	B → A	\$55,332.00 → \$56,444.83 (+ 2.01%)
INTEGRATED CASE WORKER 01			60 → 7	C → B	\$58,104.00 → \$58,962.27 (+ 1.48%)
INTEGRATED CASE WORKER 01			60 → 7	D → C	\$61,068.00 → \$61,591.98 (+ 0.86%)
INTEGRATED CASE WORKER 01			60 → 7	E → D	\$64,068.00 → \$64,338.99 (+ 0.42%)
INTEGRATED CASE WORKER 02			64 → 8	A → A	\$57,900.00 → \$59,267.07 (+ 2.36%)
INTEGRATED CASE WORKER 02			64 → 8	B → B	\$60,744.00 → \$61,910.38 (+ 1.92%)
INTEGRATED CASE WORKER 02			64 → 8	C → C	\$63,720.00 → \$64,671.58 (+ 1.49%)
INTEGRATED CASE WORKER 02			64 → 8	D → D	\$67,092.00 → \$67,555.94 (+ 0.69%)
INTEGRATED CASE WORKER 02			64 → 8	E → E	\$70,332.00 → \$70,568.93 (+ 0.34%)
INTEGRATED CASE WORKER 03			67 → 9	A → A	\$62,112.00 → \$62,230.42 (+ 0.19%)
INTEGRATED CASE WORKER 03			67 → 9	B → C	\$65,220.00 → \$67,905.16 (+ 4.12%)
INTEGRATED CASE WORKER 03			67 → 9	C → D	\$68,496.00 → \$70,933.73 (+ 3.56%)
INTEGRATED CASE WORKER 03			67 → 9	D → E	\$71,976.00 → \$74,097.38 (+ 2.95%)
INTEGRATED CASE WORKER 03			67 → 9	E → F	\$75,396.00 → \$77,402.12 (+ 2.66%)
INTEGRATED CASE WORKER SUPV → INTEGRATED CASE WORKER SUPERVISOR			70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
INTEGRATED CASE WORKER SUPV → INTEGRATED CASE WORKER SUPERVISOR			70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
INTEGRATED CASE WORKER SUPV → INTEGRATED CASE WORKER SUPERVISOR			70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
INTEGRATED CASE WORKER SUPV → INTEGRATED CASE WORKER SUPERVISOR			70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
INTEGRATED CASE WORKER SUPV → INTEGRATED CASE WORKER SUPERVISOR			70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
LABORATORY TECHNICIAN 01			60 → 6	A → A	\$52,752.00 → \$53,756.98 (+ 1.91%)
LABORATORY TECHNICIAN 01			60 → 6	B → B	\$55,332.00 → \$56,154.54 (+ 1.49%)
LABORATORY TECHNICIAN 01			60 → 6	C → C	\$58,104.00 → \$58,659.03 (+ 0.96%)
LABORATORY TECHNICIAN 01			60 → 6	D → D	\$61,068.00 → \$61,275.23 (+ 0.34%)
LABORATORY TECHNICIAN 01			60 → 6	E → F	\$64,068.00 → \$66,862.86 (+ 4.36%)
LABORATORY TECHNICIAN 02			65 → 8	A → A	\$59,184.00 → \$59,267.07 (+ 0.14%)
LABORATORY TECHNICIAN 02			65 → 8	B → C	\$62,220.00 → \$64,671.58 (+ 3.94%)
LABORATORY TECHNICIAN 02			65 → 8	C → D	\$65,340.00 → \$67,555.94 (+ 3.39%)
LABORATORY TECHNICIAN 02			65 → 8	D → E	\$68,640.00 → \$70,568.93 (+ 2.81%)
LABORATORY TECHNICIAN 02			65 → 8	E → F	\$72,000.00 → \$73,716.31 (+ 2.38%)
LIBRARIAN 01			57 → 5	A → A	\$49,116.00 → \$51,197.12 (+ 4.24%)
LIBRARIAN 01			57 → 5	B → B	\$51,612.00 → \$53,480.51 (+ 3.62%)
LIBRARIAN 01			57 → 5	C → C	\$54,180.00 → \$55,865.75 (+ 3.11%)
LIBRARIAN 01			57 → 5	D → D	\$56,844.00 → \$58,357.36 (+ 2.66%)
LIBRARIAN 01			57 → 5	E → E	\$59,676.00 → \$60,960.10 (+ 2.15%)
LIBRARIAN 01 [Hourly]			57 → 5	A → A	\$23.61 → \$24.61 (+ 4.24%)
LIBRARIAN 01 [Hourly]			57 → 5	B → B	\$24.81 → \$25.71 (+ 3.62%)
LIBRARIAN 01 [Hourly]			57 → 5	C → C	\$26.05 → \$26.86 (+ 3.11%)
LIBRARIAN 01 [Hourly]			57 → 5	D → D	\$27.33 → \$28.06 (+ 2.66%)
LIBRARIAN 01 [Hourly]			57 → 5	E → E	\$28.69 → \$29.31 (+ 2.15%)
LIBRARIAN 02			60 → 6	A → A	\$52,752.00 → \$53,756.98 (+ 1.91%)
LIBRARIAN 02			60 → 6	B → B	\$55,332.00 → \$56,154.54 (+ 1.49%)
LIBRARIAN 02			60 → 6	C → C	\$58,104.00 → \$58,659.03 (+ 0.96%)
LIBRARIAN 02			60 → 6	D → D	\$61,068.00 → \$61,275.23 (+ 0.34%)
LIBRARIAN 02			60 → 6	E → F	\$64,068.00 → \$66,862.86 (+ 4.36%)

Title	Grade Change	Step Change	Salary Change
LIBRARIAN 02 [Hourly]	60 → 6	A → A	\$25.36 → \$25.84 (+ 1.91%)
LIBRARIAN 02 [Hourly]	60 → 6	B → B	\$26.60 → \$27.00 (+ 1.49%)
LIBRARIAN 02 [Hourly]	60 → 6	C → C	\$27.93 → \$28.20 (+ 0.96%)
LIBRARIAN 02 [Hourly]	60 → 6	D → D	\$29.36 → \$29.46 (+ 0.34%)
LIBRARIAN 02 [Hourly]	60 → 6	E → F	\$30.80 → \$32.15 (+ 4.36%)
LIBRARIAN 03	63 → 7	A → B	\$56,472.00 → \$58,962.27 (+ 4.41%)
LIBRARIAN 03	63 → 7	B → C	\$59,340.00 → \$61,591.98 (+ 3.80%)
LIBRARIAN 03	63 → 7	C → D	\$62,388.00 → \$64,338.99 (+ 3.13%)
LIBRARIAN 03	63 → 7	D → E	\$65,472.00 → \$67,208.51 (+ 2.65%)
LIBRARIAN 03	63 → 7	E → F	\$68,724.00 → \$70,206.01 (+ 2.16%)
LIBRARIAN 03 [Hourly]	63 → 7	A → B	\$27.15 → \$28.35 (+ 4.41%)
LIBRARIAN 03 [Hourly]	63 → 7	B → C	\$28.53 → \$29.61 (+ 3.80%)
LIBRARIAN 03 [Hourly]	63 → 7	C → D	\$29.99 → \$30.93 (+ 3.13%)
LIBRARIAN 03 [Hourly]	63 → 7	D → E	\$31.48 → \$32.31 (+ 2.65%)
LIBRARIAN 03 [Hourly]	63 → 7	E → F	\$33.04 → \$33.75 (+ 2.16%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I	46 → 1	A → A	\$38,016.00 → \$42,120.00 (+10.80%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I	46 → 1	B → A	\$40,104.00 → \$42,120.00 (+ 5.03%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I	46 → 1	C → A	\$41,940.00 → \$42,120.00 (+ 0.43%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I	46 → 1	D → C	\$44,172.00 → \$45,960.89 (+ 4.05%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I	46 → 1	E → D	\$46,428.00 → \$48,010.74 (+ 3.41%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I [Hourly]	46 → 1	A → A	\$18.28 → \$20.25 (+10.80%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I [Hourly]	46 → 1	B → A	\$19.28 → \$20.25 (+ 5.03%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I [Hourly]	46 → 1	C → A	\$20.16 → \$20.25 (+ 0.43%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I [Hourly]	46 → 1	D → C	\$21.24 → \$22.10 (+ 4.05%)
LIBRARY MUSEUM ASSISTANT 01 → MUSEUM ASSISTANT I [Hourly]	46 → 1	E → D	\$22.32 → \$23.08 (+ 3.41%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II	48 → 2	A → A	\$40,020.00 → \$44,226.00 (+10.51%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II	48 → 2	B → A	\$41,832.00 → \$44,226.00 (+ 5.72%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II	48 → 2	C → A	\$43,956.00 → \$44,226.00 (+ 0.61%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II	48 → 2	D → C	\$46,284.00 → \$48,258.93 (+ 4.27%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II	48 → 2	E → D	\$48,480.00 → \$50,411.28 (+ 3.98%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II [Hourly]	48 → 2	A → A	\$19.24 → \$21.26 (+10.51%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II [Hourly]	48 → 2	B → A	\$20.11 → \$21.26 (+ 5.72%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II [Hourly]	48 → 2	C → A	\$21.13 → \$21.26 (+ 0.61%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II [Hourly]	48 → 2	D → C	\$22.25 → \$23.20 (+ 4.27%)
LIBRARY MUSEUM ASSISTANT 02 → MUSEUM ASSISTANT II [Hourly]	48 → 2	E → D	\$23.31 → \$24.24 (+ 3.98%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III	50 → 3	A → A	\$41,772.00 → \$46,437.30 (+11.17%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III	50 → 3	B → A	\$43,908.00 → \$46,437.30 (+ 5.76%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III	50 → 3	C → A	\$46,080.00 → \$46,437.30 (+ 0.78%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III	50 → 3	D → B	\$48,324.00 → \$48,508.40 (+ 0.38%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III	50 → 3	E → D	\$50,820.00 → \$52,931.84 (+ 4.16%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III [Hourly]	50 → 3	A → A	\$20.08 → \$22.33 (+11.17%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III [Hourly]	50 → 3	B → A	\$21.11 → \$22.33 (+ 5.76%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III [Hourly]	50 → 3	C → A	\$22.15 → \$22.33 (+ 0.78%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III [Hourly]	50 → 3	D → B	\$23.23 → \$23.32 (+ 0.38%)
LIBRARY MUSEUM ASSISTANT 03 → MUSEUM ASSISTANT III [Hourly]	50 → 3	E → D	\$24.43 → \$25.45 (+ 4.16%)

Title	Grade Change		Step Change		Salary Change	
LIBRARY SPECIALIST 01	46 → 1		A → A		\$38,016.00 → \$42,120.00	(+10.80%)
LIBRARY SPECIALIST 01	46 → 1		B → A		\$40,104.00 → \$42,120.00	(+ 5.03%)
LIBRARY SPECIALIST 01	46 → 1		C → A		\$41,940.00 → \$42,120.00	(+ 0.43%)
LIBRARY SPECIALIST 01	46 → 1		D → C		\$44,172.00 → \$45,960.89	(+ 4.05%)
LIBRARY SPECIALIST 01	46 → 1		E → D		\$46,428.00 → \$48,010.74	(+ 3.41%)
LIBRARY SPECIALIST 01 [Hourly]	46 → 1		A → A		\$18.28 → \$20.25	(+10.80%)
LIBRARY SPECIALIST 01 [Hourly]	46 → 1		B → A		\$19.28 → \$20.25	(+ 5.03%)
LIBRARY SPECIALIST 01 [Hourly]	46 → 1		C → A		\$20.16 → \$20.25	(+ 0.43%)
LIBRARY SPECIALIST 01 [Hourly]	46 → 1		D → C		\$21.24 → \$22.10	(+ 4.05%)
LIBRARY SPECIALIST 01 [Hourly]	46 → 1		E → D		\$22.32 → \$23.08	(+ 3.41%)
LIBRARY SPECIALIST 02	48 → 2		A → A		\$40,020.00 → \$44,226.00	(+10.51%)
LIBRARY SPECIALIST 02	48 → 2		B → A		\$41,832.00 → \$44,226.00	(+ 5.72%)
LIBRARY SPECIALIST 02	48 → 2		C → A		\$43,956.00 → \$44,226.00	(+ 0.61%)
LIBRARY SPECIALIST 02	48 → 2		D → C		\$46,284.00 → \$48,258.93	(+ 4.27%)
LIBRARY SPECIALIST 02	48 → 2		E → D		\$48,480.00 → \$50,411.28	(+ 3.98%)
LIBRARY SPECIALIST 02 [Hourly]	48 → 2		A → A		\$19.24 → \$21.26	(+10.51%)
LIBRARY SPECIALIST 02 [Hourly]	48 → 2		B → A		\$20.11 → \$21.26	(+ 5.72%)
LIBRARY SPECIALIST 02 [Hourly]	48 → 2		C → A		\$21.13 → \$21.26	(+ 0.61%)
LIBRARY SPECIALIST 02 [Hourly]	48 → 2		D → C		\$22.25 → \$23.20	(+ 4.27%)
LIBRARY SPECIALIST 02 [Hourly]	48 → 2		E → D		\$23.31 → \$24.24	(+ 3.98%)
LIBRARY SPECIALIST 03	50 → 3		A → A		\$41,772.00 → \$46,437.30	(+11.17%)
LIBRARY SPECIALIST 03	50 → 3		B → A		\$43,908.00 → \$46,437.30	(+ 5.76%)
LIBRARY SPECIALIST 03	50 → 3		C → A		\$46,080.00 → \$46,437.30	(+ 0.78%)
LIBRARY SPECIALIST 03	50 → 3		D → B		\$48,324.00 → \$48,508.40	(+ 0.38%)
LIBRARY SPECIALIST 03	50 → 3		E → D		\$50,820.00 → \$52,931.84	(+ 4.16%)
LIBRARY SPECIALIST 03 [Hourly]	50 → 3		A → A		\$20.08 → \$22.33	(+11.17%)
LIBRARY SPECIALIST 03 [Hourly]	50 → 3		B → A		\$21.11 → \$22.33	(+ 5.76%)
LIBRARY SPECIALIST 03 [Hourly]	50 → 3		C → A		\$22.15 → \$22.33	(+ 0.78%)
LIBRARY SPECIALIST 03 [Hourly]	50 → 3		D → B		\$23.23 → \$23.32	(+ 0.38%)
LIBRARY SPECIALIST 03 [Hourly]	50 → 3		E → D		\$24.43 → \$25.45	(+ 4.16%)
LONG TERM CARE OMBUDSMAN	72 → 14		A → A		\$69,912.00 → \$79,423.54	(+13.61%)
LONG TERM CARE OMBUDSMAN	72 → 14		B → A		\$73,488.00 → \$79,423.54	(+ 8.08%)
LONG TERM CARE OMBUDSMAN	72 → 14		C → A		\$77,076.00 → \$79,423.54	(+ 3.05%)
LONG TERM CARE OMBUDSMAN	72 → 14		D → B		\$80,856.00 → \$82,965.83	(+ 2.61%)
LONG TERM CARE OMBUDSMAN	72 → 14		E → C		\$84,936.00 → \$86,666.11	(+ 2.04%)
MHSA COMPLIANCE MANAGER	80 → 15		A → B		\$84,480.00 → \$87,114.12	(+ 3.12%)
MHSA COMPLIANCE MANAGER	80 → 15		B → C		\$88,776.00 → \$90,999.41	(+ 2.50%)
MHSA COMPLIANCE MANAGER	80 → 15		C → D		\$93,240.00 → \$95,057.99	(+ 1.95%)
MHSA COMPLIANCE MANAGER	80 → 15		D → E		\$97,872.00 → \$99,297.57	(+ 1.46%)
MHSA COMPLIANCE MANAGER	80 → 15		E → F		\$102,768.00 → \$103,726.25	(+ 0.93%)
MITIGATION PROJECT MANAGER	80 → 15		A → B		\$84,480.00 → \$87,114.12	(+ 3.12%)
MITIGATION PROJECT MANAGER	80 → 15		B → C		\$88,776.00 → \$90,999.41	(+ 2.50%)
MITIGATION PROJECT MANAGER	80 → 15		C → D		\$93,240.00 → \$95,057.99	(+ 1.95%)
MITIGATION PROJECT MANAGER	80 → 15		D → E		\$97,872.00 → \$99,297.57	(+ 1.46%)
MITIGATION PROJECT MANAGER	80 → 15		E → F		\$102,768.00 → \$103,726.25	(+ 0.93%)

Title	Grade Change		Step Change		Salary Change	
	60 → 6		A → A		\$52,752.00 → \$53,756.98	(+ 1.91%)
MUSEUM CURATOR COLL & EXHIBITS			B → B		\$55,332.00 → \$56,154.54	(+ 1.49%)
MUSEUM CURATOR COLL & EXHIBITS			C → C		\$58,104.00 → \$58,659.03	(+ 0.96%)
MUSEUM CURATOR COLL & EXHIBITS			D → D		\$61,068.00 → \$61,275.23	(+ 0.34%)
MUSEUM CURATOR COLL & EXHIBITS			E → F		\$64,068.00 → \$66,862.86	(+ 4.36%)
NETWORK ANALYST 01	71 → 12		A → A		\$68,268.00 → \$72,039.49	(+ 5.52%)
NETWORK ANALYST 01	71 → 12		B → A		\$71,688.00 → \$72,039.49	(+ 0.49%)
NETWORK ANALYST 01	71 → 12		C → C		\$75,300.00 → \$78,608.71	(+ 4.39%)
NETWORK ANALYST 01	71 → 12		D → D		\$79,020.00 → \$82,114.66	(+ 3.92%)
NETWORK ANALYST 01	71 → 12		E → E		\$83,016.00 → \$85,776.98	(+ 3.33%)
NETWORK ANALYST 02	75 → 14		A → A		\$75,096.00 → \$79,423.54	(+ 5.76%)
NETWORK ANALYST 02	75 → 14		B → A		\$78,888.00 → \$79,423.54	(+ 0.68%)
NETWORK ANALYST 02	75 → 14		C → B		\$82,692.00 → \$82,965.83	(+ 0.33%)
NETWORK ANALYST 02	75 → 14		D → D		\$86,880.00 → \$90,531.42	(+ 4.20%)
NETWORK ANALYST 02	75 → 14		E → E		\$91,248.00 → \$94,569.12	(+ 3.64%)
NETWORK ANALYST 03	78 → 15		A → A		\$80,592.00 → \$83,394.72	(+ 3.48%)
NETWORK ANALYST 03	78 → 15		B → B		\$84,552.00 → \$87,114.12	(+ 3.03%)
NETWORK ANALYST 03	78 → 15		C → C		\$88,836.00 → \$90,999.41	(+ 2.44%)
NETWORK ANALYST 03	78 → 15		D → D		\$93,264.00 → \$95,057.99	(+ 1.92%)
NETWORK ANALYST 03	78 → 15		E → E		\$97,932.00 → \$99,297.57	(+ 1.39%)
NETWORK ANALYST 04	82 → 17		A → A		\$88,752.00 → \$91,942.68	(+ 3.60%)
NETWORK ANALYST 04	82 → 17		B → B		\$93,072.00 → \$96,043.32	(+ 3.19%)
NETWORK ANALYST 04	82 → 17		C → C		\$97,788.00 → \$100,326.85	(+ 2.60%)
NETWORK ANALYST 04	82 → 17		D → D		\$102,672.00 → \$104,801.43	(+ 2.07%)
NETWORK ANALYST 04	82 → 17		E → E		\$107,760.00 → \$109,475.57	(+ 1.59%)
NETWORK ANALYST SENIOR	87 → 20		A → A		\$100,248.00 → \$106,435.14	(+ 6.17%)
NETWORK ANALYST SENIOR	87 → 20		B → A		\$105,084.00 → \$106,435.14	(+ 1.29%)
NETWORK ANALYST SENIOR	87 → 20		C → B		\$110,460.00 → \$111,182.15	(+ 0.65%)
NETWORK ANALYST SENIOR	87 → 20		D → C		\$116,052.00 → \$116,140.87	(+ 0.08%)
NETWORK ANALYST SENIOR	87 → 20		E → E		\$121,752.00 → \$126,731.66	(+ 4.09%)
NURSE PHN CASE MANAGER → SENIOR PUBLIC HEALTH NURSE CASE MANAGER	80 → 16		A → A		\$84,480.00 → \$87,564.45	(+ 3.65%)
NURSE PHN CASE MANAGER → SENIOR PUBLIC HEALTH NURSE CASE MANAGER	80 → 16		B → B		\$88,776.00 → \$91,469.83	(+ 3.03%)
NURSE PHN CASE MANAGER → SENIOR PUBLIC HEALTH NURSE CASE MANAGER	80 → 16		C → C		\$93,240.00 → \$95,549.38	(+ 2.48%)
NURSE PHN CASE MANAGER → SENIOR PUBLIC HEALTH NURSE CASE MANAGER	80 → 16		D → D		\$97,872.00 → \$99,810.89	(+ 1.98%)
NURSE PHN CASE MANAGER → SENIOR PUBLIC HEALTH NURSE CASE MANAGER	80 → 16		E → E		\$102,768.00 → \$104,262.45	(+ 1.45%)
NURSE PHN SUPERVISOR	86 → 19		A → A		\$97,800.00 → \$101,366.80	(+ 3.65%)
NURSE PHN SUPERVISOR	86 → 19		B → B		\$102,672.00 → \$105,887.76	(+ 3.13%)
NURSE PHN SUPERVISOR	86 → 19		C → C		\$107,760.00 → \$110,610.36	(+ 2.65%)
NURSE PHN SUPERVISOR	86 → 19		D → D		\$113,244.00 → \$115,543.58	(+ 2.03%)
NURSE PHN SUPERVISOR	86 → 19		E → E		\$118,872.00 → \$120,696.82	(+ 1.54%)
NURSE PUBLIC HEALTH → PUBLIC HEALTH NURSE	80 → 15		A → B		\$84,480.00 → \$87,114.12	(+ 3.12%)
NURSE PUBLIC HEALTH → PUBLIC HEALTH NURSE	80 → 15		B → C		\$88,776.00 → \$90,999.41	(+ 2.50%)
NURSE PUBLIC HEALTH → PUBLIC HEALTH NURSE	80 → 15		C → D		\$93,240.00 → \$95,057.99	(+ 1.95%)
NURSE PUBLIC HEALTH → PUBLIC HEALTH NURSE	80 → 15		D → E		\$97,872.00 → \$99,297.57	(+ 1.46%)
NURSE PUBLIC HEALTH → PUBLIC HEALTH NURSE	80 → 15		E → F		\$102,768.00 → \$103,726.25	(+ 0.93%)

Title		Grade Change	Step Change	Salary Change
NURSE REGISTERED → REGISTERED NURSE		78 → 14	A → B	\$80,592.00 → \$82,965.83 (+ 2.95%)
NURSE REGISTERED → REGISTERED NURSE		78 → 14	B → C	\$84,552.00 → \$86,666.11 (+ 2.50%)
NURSE REGISTERED → REGISTERED NURSE		78 → 14	C → D	\$88,836.00 → \$90,531.42 (+ 1.91%)
NURSE REGISTERED → REGISTERED NURSE		78 → 14	D → E	\$93,264.00 → \$94,569.12 (+ 1.40%)
NURSE REGISTERED → REGISTERED NURSE		78 → 14	E → F	\$97,932.00 → \$98,786.90 (+ 0.87%)
NURSE REGISTERED → REGISTERED NURSE [Hourly]		78 → 14	A → B	\$38.75 → \$39.89 (+ 2.95%)
NURSE REGISTERED → REGISTERED NURSE [Hourly]		78 → 14	B → C	\$40.65 → \$41.67 (+ 2.50%)
NURSE REGISTERED → REGISTERED NURSE [Hourly]		78 → 14	C → D	\$42.71 → \$43.52 (+ 1.91%)
NURSE REGISTERED → REGISTERED NURSE [Hourly]		78 → 14	D → E	\$44.84 → \$45.47 (+ 1.40%)
NURSE REGISTERED → REGISTERED NURSE [Hourly]		78 → 14	E → F	\$47.08 → \$47.49 (+ 0.87%)
NURSE REGISTERED BEHAV HEALTH 01 → NURSE REGISTERED BEHAVIORAL HEALTH I		78 → 14	A → B	\$80,592.00 → \$82,965.83 (+ 2.95%)
NURSE REGISTERED BEHAV HEALTH 01 → NURSE REGISTERED BEHAVIORAL HEALTH I		78 → 14	B → C	\$84,552.00 → \$86,666.11 (+ 2.50%)
NURSE REGISTERED BEHAV HEALTH 01 → NURSE REGISTERED BEHAVIORAL HEALTH I		78 → 14	C → D	\$88,836.00 → \$90,531.42 (+ 1.91%)
NURSE REGISTERED BEHAV HEALTH 01 → NURSE REGISTERED BEHAVIORAL HEALTH I		78 → 14	D → E	\$93,264.00 → \$94,569.12 (+ 1.40%)
NURSE REGISTERED BEHAV HEALTH 01 → NURSE REGISTERED BEHAVIORAL HEALTH I		78 → 14	E → F	\$97,932.00 → \$98,786.90 (+ 0.87%)
NURSE REGISTERED BEHAV HEALTH 02 → NURSE REGISTERED BEHAVIORAL HEALTH II		80 → 16	A → A	\$84,480.00 → \$87,564.45 (+ 3.65%)
NURSE REGISTERED BEHAV HEALTH 02 → NURSE REGISTERED BEHAVIORAL HEALTH II		80 → 16	B → B	\$88,776.00 → \$91,469.83 (+ 3.03%)
NURSE REGISTERED BEHAV HEALTH 02 → NURSE REGISTERED BEHAVIORAL HEALTH II		80 → 16	C → C	\$93,240.00 → \$95,549.38 (+ 2.48%)
NURSE REGISTERED BEHAV HEALTH 02 → NURSE REGISTERED BEHAVIORAL HEALTH II		80 → 16	D → D	\$97,872.00 → \$99,810.89 (+ 1.98%)
NURSE REGISTERED BEHAV HEALTH 02 → NURSE REGISTERED BEHAVIORAL HEALTH II		80 → 16	E → E	\$102,768.00 → \$104,262.45 (+ 1.45%)
NURSE SUPERVISING → SUPERVISING NURSE		84 → 18	A → A	\$93,168.00 → \$96,539.81 (+ 3.62%)
NURSE SUPERVISING → SUPERVISING NURSE		84 → 18	B → B	\$97,788.00 → \$100,845.49 (+ 3.13%)
NURSE SUPERVISING → SUPERVISING NURSE		84 → 18	C → C	\$102,672.00 → \$105,343.20 (+ 2.60%)
NURSE SUPERVISING → SUPERVISING NURSE		84 → 18	D → D	\$107,760.00 → \$110,041.50 (+ 2.12%)
NURSE SUPERVISING → SUPERVISING NURSE		84 → 18	E → E	\$113,244.00 → \$114,949.35 (+ 1.51%)
OFFICE CLERK 01 → OFFICE ASSISTANT I		48 → 1	A → A	\$40,020.00 → \$42,120.00 (+ 5.25%)
OFFICE CLERK 01 → OFFICE ASSISTANT I		48 → 1	B → A	\$41,832.00 → \$42,120.00 (+ 0.69%)
OFFICE CLERK 01 → OFFICE ASSISTANT I		48 → 1	C → B	\$43,956.00 → \$43,998.55 (+ 0.10%)
OFFICE CLERK 01 → OFFICE ASSISTANT I		48 → 1	D → D	\$46,284.00 → \$48,010.74 (+ 3.73%)
OFFICE CLERK 01 → OFFICE ASSISTANT I		48 → 1	E → E	\$48,480.00 → \$50,152.02 (+ 3.45%)
OFFICE CLERK 02 → OFFICE ASSISTANT II		50 → 2	A → A	\$41,772.00 → \$44,226.00 (+ 5.87%)
OFFICE CLERK 02 → OFFICE ASSISTANT II		50 → 2	B → A	\$43,908.00 → \$44,226.00 (+ 0.72%)
OFFICE CLERK 02 → OFFICE ASSISTANT II		50 → 2	C → B	\$46,080.00 → \$46,198.48 (+ 0.26%)
OFFICE CLERK 02 → OFFICE ASSISTANT II		50 → 2	D → D	\$48,324.00 → \$50,411.28 (+ 4.32%)
OFFICE CLERK 02 → OFFICE ASSISTANT II		50 → 2	E → E	\$50,820.00 → \$52,659.62 (+ 3.62%)
OFFICE CLERK 03 → OFFICE ASSISTANT III		52 → 3	A → A	\$43,776.00 → \$46,437.30 (+ 6.08%)
OFFICE CLERK 03 → OFFICE ASSISTANT III		52 → 3	B → A	\$45,888.00 → \$46,437.30 (+ 1.20%)
OFFICE CLERK 03 → OFFICE ASSISTANT III		52 → 3	C → B	\$48,276.00 → \$48,508.40 (+ 0.48%)
OFFICE CLERK 03 → OFFICE ASSISTANT III		52 → 3	D → C	\$50,616.00 → \$50,671.88 (+ 0.11%)
OFFICE CLERK 03 → OFFICE ASSISTANT III		52 → 3	E → E	\$53,184.00 → \$55,292.60 (+ 3.96%)
OFFICE CLERK SUPERVISOR → OFFICE SUPERVISOR		66 → 10	A → A	\$60,600.00 → \$65,341.94 (+ 7.82%)
OFFICE CLERK SUPERVISOR → OFFICE SUPERVISOR		66 → 10	B → A	\$63,660.00 → \$65,341.94 (+ 2.64%)
OFFICE CLERK SUPERVISOR → OFFICE SUPERVISOR		66 → 10	C → B	\$66,936.00 → \$68,256.20 (+ 1.97%)
OFFICE CLERK SUPERVISOR → OFFICE SUPERVISOR		66 → 10	D → C	\$70,212.00 → \$71,300.42 (+ 1.55%)
OFFICE CLERK SUPERVISOR → OFFICE SUPERVISOR		66 → 10	E → D	\$73,752.00 → \$74,480.42 (+ 0.99%)

Title		Grade Change		Step Change		Salary Change	
OFFICE TECHNICIAN 01		55 → 4		A → A		\$46,932.00 → \$48,759.17	(+ 3.89%)
OFFICE TECHNICIAN 01		55 → 4		B → B		\$49,188.00 → \$50,933.82	(+ 3.55%)
OFFICE TECHNICIAN 01		55 → 4		C → C		\$51,672.00 → \$53,205.47	(+ 2.97%)
OFFICE TECHNICIAN 01		55 → 4		D → D		\$54,300.00 → \$55,578.44	(+ 2.35%)
OFFICE TECHNICIAN 01		55 → 4		E → E		\$57,072.00 → \$58,057.23	(+ 1.73%)
OFFICE TECHNICIAN 02		59 → 6		A → A		\$51,516.00 → \$53,756.98	(+ 4.35%)
OFFICE TECHNICIAN 02		59 → 6		B → B		\$54,036.00 → \$56,154.54	(+ 3.92%)
OFFICE TECHNICIAN 02		59 → 6		C → C		\$56,784.00 → \$58,659.03	(+ 3.30%)
OFFICE TECHNICIAN 02		59 → 6		D → D		\$59,616.00 → \$61,275.23	(+ 2.78%)
OFFICE TECHNICIAN 02		59 → 6		E → E		\$62,580.00 → \$64,008.10	(+ 2.28%)
OFFICE TECHNICIAN 03		63 → 8		A → A		\$56,472.00 → \$59,267.07	(+ 4.95%)
OFFICE TECHNICIAN 03		63 → 8		B → B		\$59,340.00 → \$61,910.38	(+ 4.33%)
OFFICE TECHNICIAN 03		63 → 8		C → C		\$62,388.00 → \$64,671.58	(+ 3.66%)
OFFICE TECHNICIAN 03		63 → 8		D → D		\$65,472.00 → \$67,555.94	(+ 3.18%)
OFFICE TECHNICIAN 03		63 → 8		E → E		\$68,724.00 → \$70,568.93	(+ 2.68%)
OPERATIONS MANAGER TECOPA		67 → 10		A → A		\$62,112.00 → \$65,341.94	(+ 5.20%)
OPERATIONS MANAGER TECOPA		67 → 10		B → B		\$65,220.00 → \$68,341.94	(+ 4.95%)
OPERATIONS MANAGER TECOPA		67 → 10		C → C		\$68,496.00 → \$71,300.42	(+ 4.09%)
OPERATIONS MANAGER TECOPA		67 → 10		D → D		\$71,976.00 → \$74,480.42	(+ 3.48%)
OPERATIONS MANAGER TECOPA		67 → 10		E → E		\$75,396.00 → \$77,802.25	(+ 3.19%)
PARENT PARTNER → FAMILY SUPPORT PARTNER		50 → 3		A → A		\$41,772.00 → \$46,437.30	(+11.17%)
PARENT PARTNER → FAMILY SUPPORT PARTNER		50 → 3		B → B		\$43,908.00 → \$46,437.30	(+ 5.76%)
PARENT PARTNER → FAMILY SUPPORT PARTNER		50 → 3		C → A		\$46,080.00 → \$46,437.30	(+ 0.78%)
PARENT PARTNER → FAMILY SUPPORT PARTNER		50 → 3		D → B		\$48,324.00 → \$48,508.40	(+ 0.38%)
PARENT PARTNER → FAMILY SUPPORT PARTNER		50 → 3		E → D		\$50,820.00 → \$52,931.84	(+ 4.16%)
PARK HELPER		50 → 3		A → A		\$41,772.00 → \$46,437.30	(+11.17%)
PARK HELPER		50 → 3		B → B		\$43,908.00 → \$46,437.30	(+ 5.76%)
PARK HELPER		50 → 3		C → A		\$46,080.00 → \$46,437.30	(+ 0.78%)
PARK HELPER		50 → 3		D → B		\$48,324.00 → \$48,508.40	(+ 0.38%)
PARK HELPER		50 → 3		E → D		\$50,820.00 → \$52,931.84	(+ 4.16%)
PARK MANAGER		71 → 11		A → A		\$68,268.00 → \$68,609.04	(+ 0.50%)
PARK MANAGER		71 → 11		B → C		\$71,688.00 → \$74,865.44	(+ 4.43%)
PARK MANAGER		71 → 11		C → D		\$75,300.00 → \$78,204.44	(+ 3.86%)
PARK MANAGER		71 → 11		D → E		\$79,020.00 → \$81,692.36	(+ 3.38%)
PARK MANAGER		71 → 11		E → F		\$83,016.00 → \$85,335.84	(+ 2.79%)
PARK SPECIALIST 01		50 → 2		A → A		\$41,772.00 → \$44,226.00	(+ 5.87%)
PARK SPECIALIST 01		50 → 2		B → A		\$43,908.00 → \$44,226.00	(+ 0.72%)
PARK SPECIALIST 01		50 → 2		C → B		\$46,080.00 → \$46,198.48	(+ 0.26%)
PARK SPECIALIST 01		50 → 2		D → D		\$48,324.00 → \$50,411.28	(+ 4.32%)
PARK SPECIALIST 01		50 → 2		E → E		\$50,820.00 → \$52,659.62	(+ 3.62%)
PARK SPECIALIST 02		54 → 3		A → A		\$45,792.00 → \$46,437.30	(+ 1.41%)
PARK SPECIALIST 02		54 → 3		B → B		\$48,192.00 → \$48,508.40	(+ 0.66%)
PARK SPECIALIST 02		54 → 3		C → C		\$50,496.00 → \$50,671.88	(+ 0.35%)
PARK SPECIALIST 02		54 → 3		D → E		\$52,980.00 → \$55,292.60	(+ 4.37%)
PARK SPECIALIST 02		54 → 3		E → F		\$55,716.00 → \$57,758.65	(+ 3.67%)

Title	Grade Change	Step Change	Salary Change
PARK SPECIALIST 03	56 → 4	A → A	\$48,072.00 → \$48,759.17 (+ 1.43%)
PARK SPECIALIST 03	56 → 4	B → B	\$50,364.00 → \$50,933.82 (+ 1.13%)
PARK SPECIALIST 03	56 → 4	C → C	\$52,872.00 → \$53,205.47 (+ 0.63%)
PARK SPECIALIST 03	56 → 4	D → D	\$55,536.00 → \$55,578.44 (+ 0.08%)
PARK SPECIALIST 03	56 → 4	E → F	\$58,332.00 → \$60,646.59 (+ 3.97%)
PARK SPECIALIST LEAD	61 → 6	A → B	\$53,952.00 → \$56,154.54 (+ 4.08%)
PARK SPECIALIST LEAD	61 → 6	B → C	\$56,640.00 → \$58,659.03 (+ 3.56%)
PARK SPECIALIST LEAD	61 → 6	C → D	\$59,508.00 → \$61,275.23 (+ 2.97%)
PARK SPECIALIST LEAD	61 → 6	D → E	\$62,532.00 → \$64,008.10 (+ 2.36%)
PARK SPECIALIST LEAD	61 → 6	E → F	\$65,532.00 → \$66,862.86 (+ 2.03%)
PEER SUPPORT SPECIALIST	50 → 3	A → A	\$41,772.00 → \$46,437.30 (+11.17%)
PEER SUPPORT SPECIALIST	50 → 3	B → A	\$43,908.00 → \$46,437.30 (+ 5.76%)
PEER SUPPORT SPECIALIST	50 → 3	C → A	\$46,080.00 → \$46,437.30 (+ 0.78%)
PEER SUPPORT SPECIALIST	50 → 3	D → B	\$48,324.00 → \$48,508.40 (+ 0.38%)
PEER SUPPORT SPECIALIST	50 → 3	E → D	\$50,820.00 → \$52,931.84 (+ 4.16%)
PLANNING ASSISTANT → ASSISTANT PLANNER	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
PLANNING ASSISTANT → ASSISTANT PLANNER	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
PLANNING ASSISTANT → ASSISTANT PLANNER	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
PLANNING ASSISTANT → ASSISTANT PLANNER	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
PLANNING ASSISTANT → ASSISTANT PLANNER	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
PLANNING ASSOCIATE → ASSOCIATE PLANNER	74 → 14	A → A	\$73,320.00 → \$79,423.54 (+ 8.32%)
PLANNING ASSOCIATE → ASSOCIATE PLANNER	74 → 14	B → A	\$76,980.00 → \$79,423.54 (+ 3.17%)
PLANNING ASSOCIATE → ASSOCIATE PLANNER	74 → 14	C → B	\$80,796.00 → \$82,965.83 (+ 2.69%)
PLANNING ASSOCIATE → ASSOCIATE PLANNER	74 → 14	D → C	\$84,900.00 → \$86,666.11 (+ 2.08%)
PLANNING ASSOCIATE → ASSOCIATE PLANNER	74 → 14	E → D	\$89,148.00 → \$90,531.42 (+ 1.55%)
PLANNING SENIOR → SENIOR PLANNER	78 → 17	A → A	\$80,592.00 → \$91,942.68 (+14.08%)
PLANNING SENIOR → SENIOR PLANNER	78 → 17	B → A	\$84,552.00 → \$91,942.68 (+ 8.74%)
PLANNING SENIOR → SENIOR PLANNER	78 → 17	C → A	\$88,836.00 → \$91,942.68 (+ 3.50%)
PLANNING SENIOR → SENIOR PLANNER	78 → 17	D → B	\$93,264.00 → \$96,043.32 (+ 2.98%)
PLANNING SENIOR → SENIOR PLANNER	78 → 17	E → C	\$97,932.00 → \$100,326.85 (+ 2.45%)
PLANNING TRANSPORTATION SENIOR	78 → 14	A → B	\$80,592.00 → \$82,965.83 (+ 2.95%)
PLANNING TRANSPORTATION SENIOR	78 → 14	B → C	\$84,552.00 → \$86,666.11 (+ 2.50%)
PLANNING TRANSPORTATION SENIOR	78 → 14	C → D	\$88,836.00 → \$90,531.42 (+ 1.91%)
PLANNING TRANSPORTATION SENIOR	78 → 14	D → E	\$93,264.00 → \$94,569.12 (+ 1.40%)
PLANNING TRANSPORTATION SENIOR	78 → 14	E → F	\$97,932.00 → \$98,786.90 (+ 0.87%)
PREVENTION SPECIALIST 01	60 → 7	A → A	\$52,752.00 → \$56,444.83 (+ 7.00%)
PREVENTION SPECIALIST 01	60 → 7	B → A	\$55,332.00 → \$56,444.83 (+ 2.01%)
PREVENTION SPECIALIST 01	60 → 7	C → B	\$58,104.00 → \$58,962.27 (+ 1.48%)
PREVENTION SPECIALIST 01	60 → 7	D → C	\$61,068.00 → \$61,591.98 (+ 0.86%)
PREVENTION SPECIALIST 01	60 → 7	E → D	\$64,068.00 → \$64,338.99 (+ 0.42%)
PREVENTION SPECIALIST 02	63 → 8	A → A	\$56,472.00 → \$59,267.07 (+ 4.95%)
PREVENTION SPECIALIST 02	63 → 8	B → B	\$59,340.00 → \$61,910.38 (+ 4.33%)
PREVENTION SPECIALIST 02	63 → 8	C → C	\$62,388.00 → \$64,671.58 (+ 3.66%)
PREVENTION SPECIALIST 02	63 → 8	D → D	\$65,472.00 → \$67,555.94 (+ 3.18%)
PREVENTION SPECIALIST 02	63 → 8	E → E	\$68,724.00 → \$70,568.93 (+ 2.68%)

Title	Grade Change		Step Change		Salary Change	
PREVENTION SPECIALIST 03	66 → 10		A → A		\$60,600.00 → \$65,341.94	(+ 7.82%)
PREVENTION SPECIALIST 03	66 → 10		B → A		\$63,660.00 → \$65,341.94	(+ 2.64%)
PREVENTION SPECIALIST 03	66 → 10		C → B		\$66,936.00 → \$68,256.20	(+ 1.97%)
PREVENTION SPECIALIST 03	66 → 10		D → C		\$70,212.00 → \$71,300.42	(+ 1.55%)
PREVENTION SPECIALIST 03	66 → 10		E → D		\$73,752.00 → \$74,480.42	(+ 0.99%)
PROBATION OPERATIONS ANALYST	74 → 13		A → A		\$73,320.00 → \$75,641.47	(+ 3.17%)
PROBATION OPERATIONS ANALYST	74 → 13		B → B		\$76,980.00 → \$79,015.08	(+ 2.64%)
PROBATION OPERATIONS ANALYST	74 → 13		C → C		\$80,796.00 → \$82,539.15	(+ 2.16%)
PROBATION OPERATIONS ANALYST	74 → 13		D → D		\$84,900.00 → \$86,220.40	(+ 1.56%)
PROBATION OPERATIONS ANALYST	74 → 13		E → E		\$89,148.00 → \$90,065.83	(+ 1.03%)
PROGRAM MANAGER	80 → 15		A → B		\$84,480.00 → \$87,114.12	(+ 3.12%)
PROGRAM MANAGER	80 → 15		B → C		\$88,776.00 → \$90,999.41	(+ 2.50%)
PROGRAM MANAGER	80 → 15		C → D		\$93,240.00 → \$95,057.99	(+ 1.95%)
PROGRAM MANAGER	80 → 15		D → E		\$97,872.00 → \$99,297.57	(+ 1.46%)
PROGRAM MANAGER	80 → 15		E → F		\$102,768.00 → \$103,726.25	(+ 0.93%)
PROGRAM MANAGER CHILD ADULT	80 → 15		A → B		\$84,480.00 → \$87,114.12	(+ 3.12%)
PROGRAM MANAGER CHILD ADULT	80 → 15		B → C		\$88,776.00 → \$90,999.41	(+ 2.50%)
PROGRAM MANAGER CHILD ADULT	80 → 15		C → D		\$93,240.00 → \$95,057.99	(+ 1.95%)
PROGRAM MANAGER CHILD ADULT	80 → 15		D → E		\$97,872.00 → \$99,297.57	(+ 1.46%)
PROGRAM MANAGER CHILD ADULT	80 → 15		E → F		\$102,768.00 → \$103,726.25	(+ 0.93%)
PROGRAM MANAGER DISASTER	80 → 15		A → B		\$84,480.00 → \$87,114.12	(+ 3.12%)
PROGRAM MANAGER DISASTER	80 → 15		B → C		\$88,776.00 → \$90,999.41	(+ 2.50%)
PROGRAM MANAGER DISASTER	80 → 15		C → D		\$93,240.00 → \$95,057.99	(+ 1.95%)
PROGRAM MANAGER DISASTER	80 → 15		D → E		\$97,872.00 → \$99,297.57	(+ 1.46%)
PROGRAM MANAGER DISASTER	80 → 15		E → F		\$102,768.00 → \$103,726.25	(+ 0.93%)
PROGRAM MANAGER FIRST FIVE	80 → 15		A → B		\$84,480.00 → \$87,114.12	(+ 3.12%)
PROGRAM MANAGER FIRST FIVE	80 → 15		B → C		\$88,776.00 → \$90,999.41	(+ 2.50%)
PROGRAM MANAGER FIRST FIVE	80 → 15		C → D		\$93,240.00 → \$95,057.99	(+ 1.95%)
PROGRAM MANAGER FIRST FIVE	80 → 15		D → E		\$97,872.00 → \$99,297.57	(+ 1.46%)
PROGRAM MANAGER FIRST FIVE	80 → 15		E → F		\$102,768.00 → \$103,726.25	(+ 0.93%)
PROGRAM MANAGER PREVENTION	80 → 15		A → B		\$84,480.00 → \$87,114.12	(+ 3.12%)
PROGRAM MANAGER PREVENTION	80 → 15		B → C		\$88,776.00 → \$90,999.41	(+ 2.50%)
PROGRAM MANAGER PREVENTION	80 → 15		C → D		\$93,240.00 → \$95,057.99	(+ 1.95%)
PROGRAM MANAGER PREVENTION	80 → 15		D → E		\$97,872.00 → \$99,297.57	(+ 1.46%)
PROGRAM MANAGER PREVENTION	80 → 15		E → F		\$102,768.00 → \$103,726.25	(+ 0.93%)
PROGRAM SERVICES ASST 01 → SENIOR SERVICES PROGRAM ASSISTANT I [Hourly]	46 → 1		A → A		\$18.28 → \$20.25	(+10.80%)
PROGRAM SERVICES ASST 01 → SENIOR SERVICES PROGRAM ASSISTANT I [Hourly]	46 → 1		B → A		\$19.28 → \$20.25	(+ 5.03%)
PROGRAM SERVICES ASST 01 → SENIOR SERVICES PROGRAM ASSISTANT I [Hourly]	46 → 1		C → A		\$20.16 → \$20.25	(+ 0.43%)
PROGRAM SERVICES ASST 01 → SENIOR SERVICES PROGRAM ASSISTANT I [Hourly]	46 → 1		D → C		\$21.24 → \$22.10	(+ 4.05%)
PROGRAM SERVICES ASST 01 → SENIOR SERVICES PROGRAM ASSISTANT I [Hourly]	46 → 1		E → D		\$22.32 → \$23.08	(+ 3.41%)
PROGRAM SERVICES ASST 02 → SENIOR SERVICES PROGRAM ASSISTANT II [Hourly]	48 → 2		A → A		\$19.24 → \$21.26	(+10.51%)
PROGRAM SERVICES ASST 02 → SENIOR SERVICES PROGRAM ASSISTANT II [Hourly]	48 → 2		B → A		\$20.11 → \$21.26	(+ 5.72%)
PROGRAM SERVICES ASST 02 → SENIOR SERVICES PROGRAM ASSISTANT II [Hourly]	48 → 2		C → A		\$21.13 → \$21.26	(+ 0.61%)
PROGRAM SERVICES ASST 02 → SENIOR SERVICES PROGRAM ASSISTANT II [Hourly]	48 → 2		D → C		\$22.25 → \$23.20	(+ 4.27%)
PROGRAM SERVICES ASST 02 → SENIOR SERVICES PROGRAM ASSISTANT II [Hourly]	48 → 2		E → D		\$23.31 → \$24.24	(+ 3.98%)

Title		Grade Change		Step Change		Salary Change	
PROGRAM SERVICES ASST 03 → SENIOR SERVICES PROGRAM ASSISTANT III [Hourly]		50 → 3		A → A		\$20.08 → \$22.33	(+11.17%)
PROGRAM SERVICES ASST 03 → SENIOR SERVICES PROGRAM ASSISTANT III [Hourly]		50 → 3		B → A		\$21.11 → \$22.33	(+ 5.76%)
PROGRAM SERVICES ASST 03 → SENIOR SERVICES PROGRAM ASSISTANT III [Hourly]		50 → 3		C → A		\$22.15 → \$22.33	(+ 0.78%)
PROGRAM SERVICES ASST 03 → SENIOR SERVICES PROGRAM ASSISTANT III [Hourly]		50 → 3		D → B		\$23.23 → \$23.32	(+ 0.38%)
PROGRAM SERVICES ASST 03 → SENIOR SERVICES PROGRAM ASSISTANT III [Hourly]		50 → 3		E → D		\$24.43 → \$25.45	(+ 4.16%)
PROGRAM SUPERVISOR		70 → 11		A → A		\$66,732.00 → \$68,609.04	(+ 2.81%)
PROGRAM SUPERVISOR		70 → 11		B → B		\$70,116.00 → \$71,669.00	(+ 2.21%)
PROGRAM SUPERVISOR		70 → 11		C → C		\$73,572.00 → \$74,865.44	(+ 1.76%)
PROGRAM SUPERVISOR		70 → 11		D → D		\$77,292.00 → \$78,204.44	(+ 1.18%)
PROGRAM SUPERVISOR		70 → 11		E → E		\$81,144.00 → \$81,692.36	(+ 0.68%)
PROGRAMMER ANALYST SENIOR		87 → 20		A → A		\$100,248.00 → \$106,435.14	(+ 6.17%)
PROGRAMMER ANALYST SENIOR		87 → 20		B → A		\$105,084.00 → \$106,435.14	(+ 1.29%)
PROGRAMMER ANALYST SENIOR		87 → 20		C → B		\$110,460.00 → \$111,182.15	(+ 0.65%)
PROGRAMMER ANALYST SENIOR		87 → 20		D → C		\$116,052.00 → \$116,140.87	(+ 0.08%)
PROGRAMMER ANALYST SENIOR		87 → 20		E → E		\$121,752.00 → \$126,731.66	(+ 4.09%)
PROGRESS HOUSE SUPERVISOR		72 → 12		A → A		\$69,912.00 → \$72,039.49	(+ 3.04%)
PROGRESS HOUSE SUPERVISOR		72 → 12		B → B		\$73,488.00 → \$75,252.46	(+ 2.40%)
PROGRESS HOUSE SUPERVISOR		72 → 12		C → C		\$77,076.00 → \$78,608.71	(+ 1.95%)
PROGRESS HOUSE SUPERVISOR		72 → 12		D → D		\$80,856.00 → \$82,114.66	(+ 1.56%)
PROGRESS HOUSE SUPERVISOR		72 → 12		E → E		\$84,936.00 → \$85,776.98	(+ 0.99%)
PROGRESS HOUSE SUPERVISOR TRAINEE		70 → 11		A → A		\$66,732.00 → \$68,609.04	(+ 2.81%)
PROGRESS HOUSE SUPERVISOR TRAINEE		70 → 11		B → B		\$70,116.00 → \$71,669.00	(+ 2.21%)
PROGRESS HOUSE SUPERVISOR TRAINEE		70 → 11		C → C		\$73,572.00 → \$74,865.44	(+ 1.76%)
PROGRESS HOUSE SUPERVISOR TRAINEE		70 → 11		D → D		\$77,292.00 → \$78,204.44	(+ 1.18%)
PROGRESS HOUSE SUPERVISOR TRAINEE		70 → 11		E → E		\$81,144.00 → \$81,692.36	(+ 0.68%)
PROJECT COORDINATOR		66 → 9		A → A		\$60,600.00 → \$62,230.42	(+ 2.69%)
PROJECT COORDINATOR		66 → 9		B → B		\$63,660.00 → \$65,005.90	(+ 2.11%)
PROJECT COORDINATOR		66 → 9		C → C		\$66,936.00 → \$67,905.16	(+ 1.45%)
PROJECT COORDINATOR		66 → 9		D → D		\$70,212.00 → \$70,933.73	(+ 1.03%)
PROJECT COORDINATOR		66 → 9		E → E		\$73,752.00 → \$74,097.38	(+ 0.47%)
PSYCHOTHERAPIST → BEHAVIORAL HEALTH CLINICIAN		81 → 16		A → A		\$86,484.00 → \$87,564.45	(+ 1.25%)
PSYCHOTHERAPIST → BEHAVIORAL HEALTH CLINICIAN		81 → 16		B → B		\$90,912.00 → \$91,469.83	(+ 0.61%)
PSYCHOTHERAPIST → BEHAVIORAL HEALTH CLINICIAN		81 → 16		C → C		\$95,424.00 → \$95,549.38	(+ 0.13%)
PSYCHOTHERAPIST → BEHAVIORAL HEALTH CLINICIAN		81 → 16		D → E		\$100,236.00 → \$104,262.45	(+ 4.02%)
PSYCHOTHERAPIST → BEHAVIORAL HEALTH CLINICIAN		81 → 16		E → F		\$105,180.00 → \$108,912.56	(+ 3.55%)
PUBLIC ADMIN GUARD DEPUTY → DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN		68 → 10		A → A		\$63,636.00 → \$65,341.94	(+ 2.68%)
PUBLIC ADMIN GUARD DEPUTY → DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN		68 → 10		B → B		\$66,828.00 → \$68,256.20	(+ 2.14%)
PUBLIC ADMIN GUARD DEPUTY → DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN		68 → 10		C → C		\$70,152.00 → \$71,300.42	(+ 1.64%)
PUBLIC ADMIN GUARD DEPUTY → DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN		68 → 10		D → D		\$73,584.00 → \$74,480.42	(+ 1.22%)
PUBLIC ADMIN GUARD DEPUTY → DEPUTY PUBLIC ADMINISTRATOR/GUARDIAN		68 → 10		E → E		\$77,316.00 → \$77,802.25	(+ 0.63%)
PUBLIC GUARDIAN SPECIALIST [Hourly]		57 → 5		A → A		\$23.61 → \$24.61	(+ 4.24%)
PUBLIC GUARDIAN SPECIALIST [Hourly]		57 → 5		B → B		\$24.81 → \$25.71	(+ 3.62%)
PUBLIC GUARDIAN SPECIALIST [Hourly]		57 → 5		C → C		\$26.05 → \$26.86	(+ 3.11%)
PUBLIC GUARDIAN SPECIALIST [Hourly]		57 → 5		D → D		\$27.33 → \$28.06	(+ 2.66%)
PUBLIC GUARDIAN SPECIALIST [Hourly]		57 → 5		E → E		\$28.69 → \$29.31	(+ 2.15%)

Title	Grade Change		Step Change		Salary Change	
	74 → 12		A → B		\$73,320.00 →	\$75,252.46 (+ 2.64%)
PUBLIC HEALTH COORDINATOR						
PUBLIC HEALTH COORDINATOR	74 → 12		B → C		\$76,980.00 →	\$78,608.71 (+ 2.12%)
PUBLIC HEALTH COORDINATOR	74 → 12		C → D		\$80,796.00 →	\$82,114.66 (+ 1.63%)
PUBLIC HEALTH COORDINATOR	74 → 12		D → E		\$84,900.00 →	\$85,776.98 (+ 1.03%)
PUBLIC HEALTH COORDINATOR	74 → 12		E → F		\$89,148.00 →	\$89,602.63 (+ 0.51%)
PUBLIC SAFETY DISPATCHER 01	57 → 5		A → A		\$49,116.00 →	\$51,197.12 (+ 4.24%)
PUBLIC SAFETY DISPATCHER 01	57 → 5		B → B		\$51,612.00 →	\$53,480.51 (+ 3.62%)
PUBLIC SAFETY DISPATCHER 01	57 → 5		C → C		\$54,180.00 →	\$55,865.75 (+ 3.11%)
PUBLIC SAFETY DISPATCHER 01	57 → 5		D → D		\$56,844.00 →	\$58,357.36 (+ 2.66%)
PUBLIC SAFETY DISPATCHER 01	57 → 5		E → E		\$59,676.00 →	\$60,960.10 (+ 2.15%)
PUBLIC SAFETY DISPATCHER 02	62 → 7		A → A		\$55,248.00 →	\$56,444.83 (+ 2.17%)
PUBLIC SAFETY DISPATCHER 02	62 → 7		B → B		\$58,044.00 →	\$58,962.27 (+ 1.58%)
PUBLIC SAFETY DISPATCHER 02	62 → 7		C → C		\$60,972.00 →	\$61,591.98 (+ 1.02%)
PUBLIC SAFETY DISPATCHER 02	62 → 7		D → D		\$63,888.00 →	\$64,338.99 (+ 0.71%)
PUBLIC SAFETY DISPATCHER 02	62 → 7		E → E		\$67,176.00 →	\$67,208.51 (+ 0.05%)
PUBLIC SAFETY DISPATCHER 03	66 → 9		A → A		\$60,600.00 →	\$62,230.42 (+ 2.69%)
PUBLIC SAFETY DISPATCHER 03	66 → 9		B → B		\$63,660.00 →	\$65,005.90 (+ 2.11%)
PUBLIC SAFETY DISPATCHER 03	66 → 9		C → C		\$66,936.00 →	\$67,905.16 (+ 1.45%)
PUBLIC SAFETY DISPATCHER 03	66 → 9		D → D		\$70,212.00 →	\$70,933.73 (+ 1.03%)
PUBLIC SAFETY DISPATCHER 03	66 → 9		E → E		\$73,752.00 →	\$74,097.38 (+ 0.47%)
RECORDS SUPPORT ANALYST	68 → 10		A → A		\$63,636.00 →	\$65,341.94 (+ 2.68%)
RECORDS SUPPORT ANALYST	68 → 10		B → B		\$66,828.00 →	\$68,256.20 (+ 2.14%)
RECORDS SUPPORT ANALYST	68 → 10		C → C		\$70,152.00 →	\$71,300.42 (+ 1.64%)
RECORDS SUPPORT ANALYST	68 → 10		D → D		\$73,584.00 →	\$74,480.42 (+ 1.22%)
RECORDS SUPPORT ANALYST	68 → 10		E → E		\$77,316.00 →	\$77,802.25 (+ 0.63%)
RE-ENTRY SERVICES COORDINATOR	73 → 12		A → A		\$71,568.00 →	\$72,039.49 (+ 0.66%)
RE-ENTRY SERVICES COORDINATOR	73 → 12		B → B		\$75,192.00 →	\$75,252.46 (+ 0.08%)
RE-ENTRY SERVICES COORDINATOR	73 → 12		C → D		\$78,972.00 →	\$82,114.66 (+ 3.98%)
RE-ENTRY SERVICES COORDINATOR	73 → 12		D → E		\$82,920.00 →	\$85,776.98 (+ 3.45%)
RE-ENTRY SERVICES COORDINATOR	73 → 12		E → F		\$87,048.00 →	\$89,602.63 (+ 2.93%)
REGISTERED DIETITIAN SUPV → REGISTERED DIETITIAN SUPERVISOR	78 → 14		A → B		\$80,592.00 →	\$82,965.83 (+ 2.95%)
REGISTERED DIETITIAN SUPV → REGISTERED DIETITIAN SUPERVISOR	78 → 14		B → C		\$84,552.00 →	\$86,666.11 (+ 2.50%)
REGISTERED DIETITIAN SUPV → REGISTERED DIETITIAN SUPERVISOR	78 → 14		C → D		\$88,836.00 →	\$90,531.42 (+ 1.91%)
REGISTERED DIETITIAN SUPV → REGISTERED DIETITIAN SUPERVISOR	78 → 14		D → E		\$93,264.00 →	\$94,569.12 (+ 1.40%)
REGISTERED DIETITIAN SUPV → REGISTERED DIETITIAN SUPERVISOR	78 → 14		E → F		\$97,932.00 →	\$98,786.90 (+ 0.87%)
RESEARCH ASSISTANT	64 → 9		A → A		\$57,900.00 →	\$62,230.42 (+ 7.48%)
RESEARCH ASSISTANT	64 → 9		B → A		\$60,744.00 →	\$62,230.42 (+ 2.45%)
RESEARCH ASSISTANT	64 → 9		C → B		\$63,720.00 →	\$65,005.90 (+ 2.02%)
RESEARCH ASSISTANT	64 → 9		D → C		\$67,092.00 →	\$67,905.16 (+ 1.21%)
RESEARCH ASSISTANT	64 → 9		E → D		\$70,332.00 →	\$70,933.73 (+ 0.86%)
ROAD MAINTENANCE SUPERVISOR	71 → 11		A → A		\$68,268.00 →	\$68,609.04 (+ 0.50%)
ROAD MAINTENANCE SUPERVISOR	71 → 11		B → C		\$71,688.00 →	\$74,865.44 (+ 4.43%)
ROAD MAINTENANCE SUPERVISOR	71 → 11		C → D		\$75,300.00 →	\$78,204.44 (+ 3.86%)
ROAD MAINTENANCE SUPERVISOR	71 → 11		D → E		\$79,020.00 →	\$81,692.36 (+ 3.38%)
ROAD MAINTENANCE SUPERVISOR	71 → 11		E → F		\$83,016.00 →	\$85,335.84 (+ 2.79%)

Title	Grade Change		Step Change		Salary Change	
ROAD MAINTENANCE WORKER 01	50 → 3		A → A		\$41,772.00 →	\$46,437.30 (+11.17%)
ROAD MAINTENANCE WORKER 01	50 → 3		B → A		\$43,908.00 →	\$46,437.30 (+ 5.76%)
ROAD MAINTENANCE WORKER 01	50 → 3		C → A		\$46,080.00 →	\$46,437.30 (+ 0.78%)
ROAD MAINTENANCE WORKER 01	50 → 3		D → B		\$48,324.00 →	\$48,508.40 (+ 0.38%)
ROAD MAINTENANCE WORKER 01	50 → 3		E → D		\$50,820.00 →	\$52,931.84 (+ 4.16%)
ROAD MAINTENANCE WORKER 02	52 → 4		A → A		\$43,776.00 →	\$48,759.17 (+11.38%)
ROAD MAINTENANCE WORKER 02	52 → 4		B → A		\$45,888.00 →	\$48,759.17 (+ 6.26%)
ROAD MAINTENANCE WORKER 02	52 → 4		C → A		\$48,276.00 →	\$48,759.17 (+ 1.00%)
ROAD MAINTENANCE WORKER 02	52 → 4		D → B		\$50,616.00 →	\$50,933.82 (+ 0.63%)
ROAD MAINTENANCE WORKER 02	52 → 4		E → C		\$53,184.00 →	\$53,205.47 (+ 0.04%)
ROAD SHOP SUPERVISOR	71 → 11		A → A		\$68,268.00 →	\$68,609.04 (+ 0.50%)
ROAD SHOP SUPERVISOR	71 → 11		B → C		\$71,688.00 →	\$74,865.44 (+ 4.43%)
ROAD SHOP SUPERVISOR	71 → 11		C → D		\$75,300.00 →	\$78,204.44 (+ 3.86%)
ROAD SHOP SUPERVISOR	71 → 11		D → E		\$79,020.00 →	\$81,692.36 (+ 3.38%)
ROAD SHOP SUPERVISOR	71 → 11		E → F		\$83,016.00 →	\$85,335.84 (+ 2.79%)
SALT CEDAR MANAGER	72 → 12		A → A		\$69,912.00 →	\$72,039.49 (+ 3.04%)
SALT CEDAR MANAGER	72 → 12		B → B		\$73,488.00 →	\$75,252.46 (+ 2.40%)
SALT CEDAR MANAGER	72 → 12		C → C		\$77,076.00 →	\$78,608.71 (+ 1.99%)
SALT CEDAR MANAGER	72 → 12		D → D		\$80,856.00 →	\$82,114.66 (+ 1.56%)
SALT CEDAR MANAGER	72 → 12		E → E		\$84,936.00 →	\$85,776.98 (+ 0.99%)
SCIENTIST	80 → 16		A → A		\$84,480.00 →	\$87,564.45 (+ 3.65%)
SCIENTIST	80 → 16		B → B		\$88,776.00 →	\$91,469.83 (+ 3.03%)
SCIENTIST	80 → 16		C → C		\$93,240.00 →	\$95,549.38 (+ 2.48%)
SCIENTIST	80 → 16		D → D		\$97,872.00 →	\$99,810.89 (+ 1.98%)
SCIENTIST	80 → 16		E → E		\$102,768.00 →	\$104,262.45 (+ 1.45%)
SCIENTIST ASSOCIATE	76 → 14		A → A		\$76,872.00 →	\$79,423.54 (+ 3.32%)
SCIENTIST ASSOCIATE	76 → 14		B → B		\$80,712.00 →	\$82,965.83 (+ 2.79%)
SCIENTIST ASSOCIATE	76 → 14		C → C		\$84,816.00 →	\$86,666.11 (+ 2.18%)
SCIENTIST ASSOCIATE	76 → 14		D → D		\$89,040.00 →	\$90,531.42 (+ 1.67%)
SCIENTIST ASSOCIATE	76 → 14		E → E		\$93,480.00 →	\$94,569.12 (+ 1.17%)
SCIENTIST SENIOR → GEOSPATIAL - SENIOR SCIENTIST	82 → 17		A → A		\$88,752.00 →	\$91,942.68 (+ 3.60%)
SCIENTIST SENIOR → GEOSPATIAL - SENIOR SCIENTIST	82 → 17		B → B		\$93,072.00 →	\$96,043.32 (+ 3.19%)
SCIENTIST SENIOR → GEOSPATIAL - SENIOR SCIENTIST	82 → 17		C → C		\$97,788.00 →	\$100,326.85 (+ 2.60%)
SCIENTIST SENIOR → GEOSPATIAL - SENIOR SCIENTIST	82 → 17		D → D		\$102,672.00 →	\$104,801.43 (+ 2.07%)
SCIENTIST SENIOR → GEOSPATIAL - SENIOR SCIENTIST	82 → 17		E → E		\$107,760.00 →	\$109,475.57 (+ 1.59%)
SCIENTIST SENIOR → SENIOR SCIENTIST - BIOLOGIST	82 → 17		A → A		\$88,752.00 →	\$91,942.68 (+ 3.60%)
SCIENTIST SENIOR → SENIOR SCIENTIST - BIOLOGIST	82 → 17		B → B		\$93,072.00 →	\$96,043.32 (+ 3.19%)
SCIENTIST SENIOR → SENIOR SCIENTIST - BIOLOGIST	82 → 17		C → C		\$97,788.00 →	\$100,326.85 (+ 2.60%)
SCIENTIST SENIOR → SENIOR SCIENTIST - BIOLOGIST	82 → 17		D → D		\$102,672.00 →	\$104,801.43 (+ 2.07%)
SCIENTIST SENIOR → SENIOR SCIENTIST - BIOLOGIST	82 → 17		E → E		\$107,760.00 →	\$109,475.57 (+ 1.59%)
SCIENTIST SENIOR → SENIOR SCIENTIST - HYDROGEOLOGY	82 → 17		A → A		\$88,752.00 →	\$91,942.68 (+ 3.60%)
SCIENTIST SENIOR → SENIOR SCIENTIST - HYDROGEOLOGY	82 → 17		B → B		\$93,072.00 →	\$96,043.32 (+ 3.19%)
SCIENTIST SENIOR → SENIOR SCIENTIST - HYDROGEOLOGY	82 → 17		C → C		\$97,788.00 →	\$100,326.85 (+ 2.60%)
SCIENTIST SENIOR → SENIOR SCIENTIST - HYDROGEOLOGY	82 → 17		D → D		\$102,672.00 →	\$104,801.43 (+ 2.07%)
SCIENTIST SENIOR → SENIOR SCIENTIST - HYDROGEOLOGY	82 → 17		E → E		\$107,760.00 →	\$109,475.57 (+ 1.59%)

Title		Grade Change		Step Change		Salary Change	
SECRETARY ADMINISTRATIVE 01 → EXECUTIVE ASSISTANT I		56 → 5		A → A		\$48,072.00 →	\$51,197.12 (+ 6.50%)
SECRETARY ADMINISTRATIVE 01 → EXECUTIVE ASSISTANT I		56 → 5		B → A		\$50,364.00 →	\$51,197.12 (+ 1.65%)
SECRETARY ADMINISTRATIVE 01 → EXECUTIVE ASSISTANT I		56 → 5		C → B		\$52,872.00 →	\$53,480.51 (+ 1.15%)
SECRETARY ADMINISTRATIVE 01 → EXECUTIVE ASSISTANT I		56 → 5		D → C		\$55,536.00 →	\$55,865.75 (+ 0.59%)
SECRETARY ADMINISTRATIVE 01 → EXECUTIVE ASSISTANT I		56 → 5		E → D		\$58,332.00 →	\$58,357.36 (+ 0.04%)
SECRETARY ADMINISTRATIVE 02 → EXECUTIVE ASSISTANT II		60 → 7		A → A		\$52,752.00 →	\$56,444.83 (+ 7.00%)
SECRETARY ADMINISTRATIVE 02 → EXECUTIVE ASSISTANT II		60 → 7		B → A		\$55,332.00 →	\$56,444.83 (+ 2.01%)
SECRETARY ADMINISTRATIVE 02 → EXECUTIVE ASSISTANT II		60 → 7		C → B		\$58,104.00 →	\$58,962.27 (+ 1.48%)
SECRETARY ADMINISTRATIVE 02 → EXECUTIVE ASSISTANT II		60 → 7		D → C		\$61,068.00 →	\$61,591.98 (+ 0.86%)
SECRETARY ADMINISTRATIVE 02 → EXECUTIVE ASSISTANT II		60 → 7		E → D		\$64,068.00 →	\$64,338.99 (+ 0.42%)
SECRETARY ADMINISTRATIVE 03 → EXECUTIVE ASSISTANT III		64 → 8		A → A		\$57,900.00 →	\$59,267.07 (+ 2.36%)
SECRETARY ADMINISTRATIVE 03 → EXECUTIVE ASSISTANT III		64 → 8		B → B		\$60,744.00 →	\$61,910.38 (+ 1.92%)
SECRETARY ADMINISTRATIVE 03 → EXECUTIVE ASSISTANT III		64 → 8		C → C		\$63,720.00 →	\$64,671.58 (+ 1.49%)
SECRETARY ADMINISTRATIVE 03 → EXECUTIVE ASSISTANT III		64 → 8		D → D		\$67,092.00 →	\$67,555.94 (+ 0.69%)
SECRETARY ADMINISTRATIVE 03 → EXECUTIVE ASSISTANT III		64 → 8		E → E		\$70,332.00 →	\$70,568.93 (+ 0.34%)
SECRETARY LEGAL 01 → LEGAL ASSISTANT I		56 → 5		A → A		\$48,072.00 →	\$51,197.12 (+ 6.50%)
SECRETARY LEGAL 01 → LEGAL ASSISTANT I		56 → 5		B → A		\$50,364.00 →	\$51,197.12 (+ 1.65%)
SECRETARY LEGAL 01 → LEGAL ASSISTANT I		56 → 5		C → B		\$52,872.00 →	\$53,480.51 (+ 1.15%)
SECRETARY LEGAL 01 → LEGAL ASSISTANT I		56 → 5		D → C		\$55,536.00 →	\$55,865.75 (+ 0.59%)
SECRETARY LEGAL 01 → LEGAL ASSISTANT I		56 → 5		E → D		\$58,332.00 →	\$58,357.36 (+ 0.04%)
SECRETARY LEGAL 02 → LEGAL ASSISTANT II		60 → 7		A → A		\$52,752.00 →	\$56,444.83 (+ 7.00%)
SECRETARY LEGAL 02 → LEGAL ASSISTANT II		60 → 7		B → A		\$55,332.00 →	\$56,444.83 (+ 2.01%)
SECRETARY LEGAL 02 → LEGAL ASSISTANT II		60 → 7		C → B		\$58,104.00 →	\$58,962.27 (+ 1.48%)
SECRETARY LEGAL 02 → LEGAL ASSISTANT II		60 → 7		D → C		\$61,068.00 →	\$61,591.98 (+ 0.86%)
SECRETARY LEGAL 02 → LEGAL ASSISTANT II		60 → 7		E → D		\$64,068.00 →	\$64,338.99 (+ 0.42%)
SECRETARY LEGAL 03 → LEGAL ASSISTANT III		64 → 9		A → A		\$57,900.00 →	\$62,230.42 (+ 7.48%)
SECRETARY LEGAL 03 → LEGAL ASSISTANT III		64 → 9		B → A		\$60,744.00 →	\$62,230.42 (+ 2.45%)
SECRETARY LEGAL 03 → LEGAL ASSISTANT III		64 → 9		C → B		\$63,720.00 →	\$65,005.90 (+ 2.02%)
SECRETARY LEGAL 03 → LEGAL ASSISTANT III		64 → 9		D → C		\$67,092.00 →	\$67,905.16 (+ 1.21%)
SECRETARY LEGAL 03 → LEGAL ASSISTANT III		64 → 9		E → D		\$70,332.00 →	\$70,933.73 (+ 0.86%)
SHELTER ASSISTANT → SHELTER ATTENDANT		46 → 1		A → A		\$38,016.00 →	\$42,120.00 (+10.80%)
SHELTER ASSISTANT → SHELTER ATTENDANT		46 → 1		B → A		\$40,104.00 →	\$42,120.00 (+ 5.03%)
SHELTER ASSISTANT → SHELTER ATTENDANT		46 → 1		C → A		\$41,940.00 →	\$42,120.00 (+ 0.43%)
SHELTER ASSISTANT → SHELTER ATTENDANT		46 → 1		D → C		\$44,172.00 →	\$45,960.89 (+ 4.05%)
SHELTER ASSISTANT → SHELTER ATTENDANT		46 → 1		E → D		\$46,428.00 →	\$48,010.74 (+ 3.41%)
SOCIAL SERVICES AIDE		60 → 7		A → A		\$52,752.00 →	\$56,444.83 (+ 7.00%)
SOCIAL SERVICES AIDE		60 → 7		B → A		\$55,332.00 →	\$56,444.83 (+ 2.01%)
SOCIAL SERVICES AIDE		60 → 7		C → B		\$58,104.00 →	\$58,962.27 (+ 1.48%)
SOCIAL SERVICES AIDE		60 → 7		D → C		\$61,068.00 →	\$61,591.98 (+ 0.86%)
SOCIAL SERVICES AIDE		60 → 7		E → D		\$64,068.00 →	\$64,338.99 (+ 0.42%)
SOCIAL WORKER 01		65 → 8		A → A		\$59,184.00 →	\$59,267.07 (+ 0.14%)
SOCIAL WORKER 01		65 → 8		B → C		\$62,220.00 →	\$64,671.58 (+ 3.94%)
SOCIAL WORKER 01		65 → 8		C → D		\$65,340.00 →	\$67,555.94 (+ 3.39%)
SOCIAL WORKER 01		65 → 8		D → E		\$68,640.00 →	\$70,568.93 (+ 2.81%)
SOCIAL WORKER 01		65 → 8		E → F		\$72,000.00 →	\$73,716.31 (+ 2.38%)

Title	Grade Change		Step Change		Salary Change	
SOCIAL WORKER 02	67 → 9		A → A		\$62,112.00 →	\$62,230.42 (+ 0.19%)
SOCIAL WORKER 02	67 → 9		B → C		\$65,220.00 →	\$67,905.16 (+ 4.12%)
SOCIAL WORKER 02	67 → 9		C → D		\$68,496.00 →	\$70,933.73 (+ 3.56%)
SOCIAL WORKER 02	67 → 9		D → E		\$71,976.00 →	\$74,097.38 (+ 2.95%)
SOCIAL WORKER 02	67 → 9		E → F		\$75,396.00 →	\$77,402.12 (+ 2.66%)
SOCIAL WORKER 03	70 → 11		A → A		\$66,732.00 →	\$68,609.04 (+ 2.81%)
SOCIAL WORKER 03	70 → 11		B → B		\$70,116.00 →	\$71,669.00 (+ 2.21%)
SOCIAL WORKER 03	70 → 11		C → C		\$73,572.00 →	\$74,865.44 (+ 1.76%)
SOCIAL WORKER 03	70 → 11		D → D		\$77,292.00 →	\$78,204.44 (+ 1.18%)
SOCIAL WORKER 03	70 → 11		E → E		\$81,144.00 →	\$81,692.36 (+ 0.68%)
SOCIAL WORKER 04	73 → 12		A → A		\$71,568.00 →	\$72,039.49 (+ 0.66%)
SOCIAL WORKER 04	73 → 12		B → B		\$75,192.00 →	\$75,252.46 (+ 0.08%)
SOCIAL WORKER 04	73 → 12		C → D		\$78,972.00 →	\$82,114.66 (+ 3.98%)
SOCIAL WORKER 04	73 → 12		D → E		\$82,920.00 →	\$85,776.98 (+ 3.45%)
SOCIAL WORKER 04	73 → 12		E → F		\$87,048.00 →	\$89,602.63 (+ 2.93%)
SOCIAL WORKER SUPERVISOR 01	76 → 14		A → A		\$76,872.00 →	\$79,423.54 (+ 3.32%)
SOCIAL WORKER SUPERVISOR 01	76 → 14		B → B		\$80,712.00 →	\$82,965.83 (+ 2.79%)
SOCIAL WORKER SUPERVISOR 01	76 → 14		C → C		\$84,816.00 →	\$86,666.11 (+ 2.18%)
SOCIAL WORKER SUPERVISOR 01	76 → 14		D → D		\$89,040.00 →	\$90,531.42 (+ 1.67%)
SOCIAL WORKER SUPERVISOR 01	76 → 14		E → E		\$93,480.00 →	\$94,569.12 (+ 1.17%)
SOCIAL WORKER SUPERVISOR 02	78 → 15		A → A		\$80,592.00 →	\$83,394.72 (+ 3.48%)
SOCIAL WORKER SUPERVISOR 02	78 → 15		B → B		\$84,552.00 →	\$87,114.12 (+ 3.03%)
SOCIAL WORKER SUPERVISOR 02	78 → 15		C → C		\$88,836.00 →	\$90,999.41 (+ 2.44%)
SOCIAL WORKER SUPERVISOR 02	78 → 15		D → D		\$93,264.00 →	\$95,057.99 (+ 1.92%)
SOCIAL WORKER SUPERVISOR 02	78 → 15		E → E		\$97,932.00 →	\$99,297.57 (+ 1.39%)
SOLID WASTE FOREMAN	71 → 11		A → A		\$68,268.00 →	\$68,609.04 (+ 0.50%)
SOLID WASTE FOREMAN	71 → 11		B → C		\$71,688.00 →	\$74,865.44 (+ 4.43%)
SOLID WASTE FOREMAN	71 → 11		C → D		\$75,300.00 →	\$78,204.44 (+ 3.86%)
SOLID WASTE FOREMAN	71 → 11		D → E		\$79,020.00 →	\$81,692.36 (+ 3.38%)
SOLID WASTE FOREMAN	71 → 11		E → F		\$83,016.00 →	\$85,335.84 (+ 2.79%)
SOLID WASTE MAINTENANCE WORKER 01	50 → 2		A → A		\$41,772.00 →	\$44,226.00 (+ 5.87%)
SOLID WASTE MAINTENANCE WORKER 01	50 → 2		B → A		\$43,908.00 →	\$44,226.00 (+ 0.72%)
SOLID WASTE MAINTENANCE WORKER 01	50 → 2		C → B		\$46,080.00 →	\$46,198.48 (+ 0.26%)
SOLID WASTE MAINTENANCE WORKER 01	50 → 2		D → D		\$48,324.00 →	\$50,411.28 (+ 4.32%)
SOLID WASTE MAINTENANCE WORKER 01	50 → 2		E → E		\$50,820.00 →	\$52,659.62 (+ 3.62%)
SOLID WASTE MAINTENANCE WORKER 02	52 → 3		A → A		\$43,776.00 →	\$46,437.30 (+ 6.08%)
SOLID WASTE MAINTENANCE WORKER 02	52 → 3		B → A		\$45,888.00 →	\$46,437.30 (+ 1.20%)
SOLID WASTE MAINTENANCE WORKER 02	52 → 3		C → B		\$48,276.00 →	\$48,508.40 (+ 0.48%)
SOLID WASTE MAINTENANCE WORKER 02	52 → 3		D → C		\$50,616.00 →	\$50,671.88 (+ 0.11%)
SOLID WASTE MAINTENANCE WORKER 02	52 → 3		E → E		\$53,184.00 →	\$55,292.60 (+ 3.96%)
SUPPORT SERVICES ANALYST	68 → 10		A → A		\$63,636.00 →	\$65,341.94 (+ 2.68%)
SUPPORT SERVICES ANALYST	68 → 10		B → B		\$66,828.00 →	\$68,256.20 (+ 2.14%)
SUPPORT SERVICES ANALYST	68 → 10		C → C		\$70,152.00 →	\$71,300.42 (+ 1.64%)
SUPPORT SERVICES ANALYST	68 → 10		D → D		\$73,584.00 →	\$74,480.42 (+ 1.22%)
SUPPORT SERVICES ANALYST	68 → 10		E → E		\$77,316.00 →	\$77,802.25 (+ 0.63%)

Title	Grade Change	Step Change	Salary Change
TOBACCO EDUCATION SUPERVISOR	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
TOBACCO EDUCATION SUPERVISOR	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
TOBACCO EDUCATION SUPERVISOR	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
TOBACCO EDUCATION SUPERVISOR	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
TOBACCO EDUCATION SUPERVISOR	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
VEGETATION MANAGER → VEGETATION PROGRAM MANAGER	72 → 12	A → A	\$69,912.00 → \$72,039.49 (+ 3.04%)
VEGETATION MANAGER → VEGETATION PROGRAM MANAGER	72 → 12	B → B	\$73,488.00 → \$75,252.46 (+ 2.40%)
VEGETATION MANAGER → VEGETATION PROGRAM MANAGER	72 → 12	C → C	\$77,076.00 → \$78,608.71 (+ 1.99%)
VEGETATION MANAGER → VEGETATION PROGRAM MANAGER	72 → 12	D → D	\$80,856.00 → \$82,114.66 (+ 1.56%)
VEGETATION MANAGER → VEGETATION PROGRAM MANAGER	72 → 12	E → E	\$84,936.00 → \$85,776.98 (+ 0.99%)
VETERAN SERVICES OFFICER	78 → 14	A → B	\$80,592.00 → \$82,965.83 (+ 2.95%)
VETERAN SERVICES OFFICER	78 → 14	B → C	\$84,552.00 → \$86,666.11 (+ 2.50%)
VETERAN SERVICES OFFICER	78 → 14	C → D	\$88,836.00 → \$90,531.42 (+ 1.91%)
VETERAN SERVICES OFFICER	78 → 14	D → E	\$93,264.00 → \$94,569.12 (+ 1.40%)
VETERAN SERVICES OFFICER	78 → 14	E → F	\$97,932.00 → \$98,786.90 (+ 0.87%)
VETERANS SERVICES REPRESENTATIVE	67 → 9	A → A	\$62,112.00 → \$62,230.42 (+ 0.19%)
VETERANS SERVICES REPRESENTATIVE	67 → 9	B → C	\$65,220.00 → \$67,905.16 (+ 4.12%)
VETERANS SERVICES REPRESENTATIVE	67 → 9	C → D	\$68,496.00 → \$70,933.73 (+ 3.56%)
VETERANS SERVICES REPRESENTATIVE	67 → 9	D → E	\$71,976.00 → \$74,097.38 (+ 2.95%)
VETERANS SERVICES REPRESENTATIVE	67 → 9	E → F	\$75,396.00 → \$77,402.12 (+ 2.66%)
VICTIM WITNESS COORDINATOR	63 → 8	A → A	\$56,472.00 → \$59,267.07 (+ 4.95%)
VICTIM WITNESS COORDINATOR	63 → 8	B → B	\$59,340.00 → \$61,910.38 (+ 4.33%)
VICTIM WITNESS COORDINATOR	63 → 8	C → C	\$62,388.00 → \$64,671.58 (+ 3.66%)
VICTIM WITNESS COORDINATOR	63 → 8	D → D	\$65,472.00 → \$67,555.94 (+ 3.18%)
VICTIM WITNESS COORDINATOR	63 → 8	E → E	\$68,724.00 → \$70,568.93 (+ 2.68%)
WELLNESS CENTER PRG SUPERVISOR → WELLNESS CENTER PROGRAM SUPERVISOR	70 → 11	A → A	\$66,732.00 → \$68,609.04 (+ 2.81%)
WELLNESS CENTER PRG SUPERVISOR → WELLNESS CENTER PROGRAM SUPERVISOR	70 → 11	B → B	\$70,116.00 → \$71,669.00 (+ 2.21%)
WELLNESS CENTER PRG SUPERVISOR → WELLNESS CENTER PROGRAM SUPERVISOR	70 → 11	C → C	\$73,572.00 → \$74,865.44 (+ 1.76%)
WELLNESS CENTER PRG SUPERVISOR → WELLNESS CENTER PROGRAM SUPERVISOR	70 → 11	D → D	\$77,292.00 → \$78,204.44 (+ 1.18%)
WELLNESS CENTER PRG SUPERVISOR → WELLNESS CENTER PROGRAM SUPERVISOR	70 → 11	E → E	\$81,144.00 → \$81,692.36 (+ 0.68%)
WILDFIRE PREP CNTY COORDINATOR → WILDFIRE PREPAREDNESS COUNTY COORDINATOR	66 → 9	A → A	\$60,600.00 → \$62,230.42 (+ 2.69%)
WILDFIRE PREP CNTY COORDINATOR → WILDFIRE PREPAREDNESS COUNTY COORDINATOR	66 → 9	B → B	\$63,660.00 → \$65,005.90 (+ 2.11%)
WILDFIRE PREP CNTY COORDINATOR → WILDFIRE PREPAREDNESS COUNTY COORDINATOR	66 → 9	C → C	\$66,936.00 → \$67,905.16 (+ 1.45%)
WILDFIRE PREP CNTY COORDINATOR → WILDFIRE PREPAREDNESS COUNTY COORDINATOR	66 → 9	D → D	\$70,212.00 → \$70,933.73 (+ 1.03%)
WILDFIRE PREP CNTY COORDINATOR → WILDFIRE PREPAREDNESS COUNTY COORDINATOR	66 → 9	E → E	\$73,752.00 → \$74,097.38 (+ 0.47%)



## ATTACHMENT E

County of Inyo

Policy Name: Employee Training, Continuing Education  
and Tuition Assistance Program Policy

Page 1 of 8

# COUNTY OF INYO

## EMPLOYEE TRAINING, CONTINUING EDUCATION AND TUITION ASSISTANCE POLICY

\*This policy currently applies to ICEA, ICPPOA, Non-Represented and Management Employees

### STATEMENT OF POLICY

It is the policy of the County of Inyo to encourage training, self-improvement and personal development programs for employees which includes three (3) general categories: on-the-job training; continuing education, and tuition assistance programs. In its discretion, the County may provide limited financial assistance in the form of tuition assistance loans for a given employee's participation in an education program.

### ON-THE-JOB TRAINING

Responsibility for developing and assigning on-the-job training programs for employees shall be assumed jointly by the Department Head, Personnel staff, and the employee's supervisor. Such training may include demonstration, assignments of reading matter, lecture courses; seminars, conferences, and/or training courses inside and outside the workplace, or such other devices as may be available for the purpose of improving the effectiveness in broadening the knowledge of employees in the performance of their respective duties. All on-the-job training shall be assigned or otherwise approved in advance by the County and the cost of on-the-job training will be paid by the County.

### CONTINUING EDUCATION

Employees who, as a job requirement of their current employment, must utilize certifications or licenses which require renewal or continuing education will have the cost of doing so paid by the County. The time associated with participating in the continuing education program will count as time worked. The continuing education program, course,



or class required to renew certificate or license, and associated use of time and travel expense, must be approved in advance by the County, and are expected to be planned in advance of the deadline for acquiring them, and achieved using the most cost-effective means available. The County will not provide reimbursement for continuing education activities and associated costs not approved in advance by the County. Nothing in this policy shall be construed as limiting an employee's ability to select and attend a continuing education program, certificate, license renewal course, or class of his or her choice, at their expense and on their time

## TUITION ASSISTANCE

Personal and professional development of employees can be beneficial to both employees and the County. In this regard, the County understands that some employees on their own initiative and on their own time (outside of work), may wish to voluntarily pursue advanced education programs leading to college degrees, certificates, or professional licenses. Although pursuit of such education programs is not mandated by the County for employees, the County recognizes that an employee's attainment of a degree, certificate, or professional license that is not a job requirement for their current employment may be a benefit to the County. As such, in accordance with eligibility criteria described below and subject to available funding, the County may provide limited financial assistance to employees in the form of tuition assistance loans that may be satisfied over time through continued County employment.

## ELIGIBILITY FOR TUITION ASSISTANCE

To be considered for the Tuition Assistance Program, an individual must be a full-time employee and have received a performance evaluation of "Meet Standards", "Exceeds Standards", or "Exemplary" during the most recent rating period. Probationary employees are generally not eligible to be considered for tuition assistance except in the case of probation due to promotional reclassification. The County Administrator/Personnel Director may make exceptions; in his/her sole discretion based upon the potential benefit to the County, for newly hired employees who are already participating in an advanced education program.



In addition, the advanced education program or course(s) must be employment related, a benefit to the County, and be provided through an accredited educational institution. Conferences, conventions, seminars, workshops, short courses, etc. are not eligible for Tuition Assistance Program. Attendance at these types of events will typically be handled at the department level. Programs in specific courses of study that do not result in a degree or certificate may be pursued on a case-by-case basis through on- the-job training.

The advanced education program or course(s) must be pursued on the employee's personal time and shall not interfere with the employee's normal workday, and is not considered compensable time. Any scheduling impacts with the employee's job related duties and responsibilities must have prior approval from the employee's supervisor or Department Head, and utilize compensatory time off (or accrued leave other than sick leave) or a flexed work schedule.

## APPLICATION PROCESS AND ASSISTANCE PLAN

### 1. PRE-APPROVAL REQUIREMENT

To participate in the Tuition Assistance Program, an employee must be accepted into the course of study for which he/she is seeking tuition assistance, complete an application provided by the Personnel Office, and submit the completed and signed application to the Department Head. The Department Head reviews the application, and provides a recommendation for approval or denial based on whether the employee meets the eligibility requirements, and if the Department Head believes the proposed course of study is relevant to the employee's current job or professional development, or will otherwise benefit or meet the needs of the County. The Department Head may consult with the County Administrator/Personnel Director regarding County needs, if necessary.

Regardless of his or her recommendation, the Department Head must forward the employee's completed application for the Tuition Assistance Program to the County Administrator/Personnel Director who, in his or her sole discretion, will determine the employee's eligibility to participate in the Program in accordance with the criteria outlined in this Policy and his/her understanding of the needs of the County; and, if eligible, approves the employee's participation in the Tuition Reimbursement Program



and the associated level of reimbursement based on available funding in the selected course of study.

If an employee is pursuing a degree program, the entire course of study must be submitted as part of the application. Only those courses within the degree program that are employment related, as determined by the County Administrator /Personnel Director, are eligible to be considered for assistance. Required versus elective courses will be taken into account in this evaluation. Advanced degrees beyond the Masters level are not eligible for this program.

## 2. **CRITERIA**

### a. **Employment Related**

Eligibility for tuition assistance will be primarily based on the relevance for the employee's duties and responsibilities at the County, in the context of how the course of study will improve the employee's knowledge or skills as it relates to his/her current position, or to prepare him/her for a higher position within the organization. Course electives which are part of the degree program curriculum, and are chosen by the employee, and are relevant to the employee's current duties and responsibilities and/or professional development as a County employee, may be considered for assistance. The final decision on eligibility for assistance and acceptance into the program will be made by the County Administrator/Personnel Director in his/her sole discretion.

### b. **Assistance (Loan Agreement)**

Once accepted in the Tuition Assistance Program, an employee will be eligible to enter into a tuition loan agreement (promissory note) with the County on terms and conditions specified in the agreement, which will be approved as to form by County Counsel. Among other things, the agreement will provide for the County to loan the employee money toward agreed-upon tuition expenses up to a maximum dollar amount specified in the agreement and within the maximum rates/schedule specified by this Policy. Among other things, the agreement will specify the interest rate applicable to the loan, the term for repayment, and the minimum monthly payments which shall be forgiven under the terms of the agreement for each month that the employee remains



employed with County, beginning with the first month thereafter the employee draws upon the loan as described below. The employee will be permitted to draw down funding from the authorized loan amount over time toward approved tuition expenses after submission of satisfactory evidence that the course work associated with the tuition has been successfully completed with at least a grade of C, and provided that the employee has a minimum 2.0 GPA, at an accredited educational institution. Grades are determined by the educational institution. Subject to the maximum rate/schedule set forth in this Policy (see below) and the maximum dollar amounts of individual loan agreements, loan funds can potentially cover up to one hundred percent (100%) of tuition, however, no loan funds will be made available for any course which the employee has not received a minimum C grade (i.e. not C minus or lower). Additionally, the classes taken on an audit basis are not eligible for tuition assistance.

c. Assistance Rate/Schedule

- i. *Link to State University Fee*- The maximum amount of loan agreement funds that will be made available for tuition will be set at the highest cost per unit at inland California State University campuses within the Southern California area. Currently, these campuses include: Bakersfield, Dominguez Hills, Fresno, Fullerton, Los Angeles, Northridge, Pomona and San Bernardino. The Personnel Office will monitor the State University fee annually to ensure that the assistance rate is current in determining the per unit cost of tuition, the tuition cost for up to six units will be divided into the total cost (for example, the FY 2016-2017 Tuition is \$3,174 for up to six units, the per unit cost is \$529 per unit.)
- ii. *Subject to Available Funding- Tuition Assistance Program* funding will be limited to the Program budget approved by the Inyo County Board of Supervisors as part of the annual County Budget process. Generally, dollars budgeted for each fiscal year will be available on a first-come, first-served basis, with existing tuition loan agreements being prioritized for funding over new applications. In accordance with the terms and conditions specified in the tuition loan agreement, the



County will determine the amount of budgeted funds available in a given fiscal year for the employee to draw against for approved tuition expenses, and will earmark (reserve) a portion of the budgeted funds for that purpose.

- iii. *Grants/Scholarships* - If an employee receives assistance for approved educational classes/programs under the Veterans Administration, other federal/state student aid programs or public grants/scholarships, only the difference, if any, between such assistance and the cost the employee actually incurs, subject to the criteria established for maximum reimbursement, will be eligible for County assistance under this Policy.
- iv. *Use of Funds* - The purpose of the Tuition Assistance Program is to fund a portion of the cost of tuition for an approved course of study at an accredited institution. However, to the extent that the County Tuition Assistance Program funds are drawn down upon the completion of an approved course of study or discrete class, with a qualifying grade, and in accordance with the approved program application, the maximum rate/schedule specified by this Policy, and the tuition loan agreement, the employee may, in his/her sole discretion, apply funds to the cost of books, materials, supplies, fees for entrance to a university program, or similar expenses.

## STEPS FOR PARTICIPATING IN TUITION ASSISTANCE PROGRAM

1. Employee completes a County provided Tuition Assistance Program application and submits it to the Department Head for review. The employee must submit the application to participate in the Tuition Assistance Program for review at least sixty (60) days prior to the beginning of the course of study, but no sooner than the first day of April preceding the fiscal year for which application is being made to the Tuition Assistance Program. As provided for in the Tuition Assistance Program application, the employee must provide a



detailed explanation of the course(s) and how the degree and/or course(s) related to the employee's professional development benefit the County of Inyo.

2. The Department Head reviews a signed application for completeness, and provides a recommendation for approval or denial based on whether the employee meets the eligibility requirements, and if the Department Head believes the proposed course of study is relevant to the employee's current job or professional development, or will otherwise benefit or meet the needs of the County. The Department Head will consult with the County Administrator/Personnel Director regarding County needs, if necessary. Regardless of his or her recommendation, the Department Head forwards the signed and completed application to the County Administrator/Personnel Office for review and consideration.
3. Upon receiving complete applications , including the Department Head's recommendation, the County Administrator/Personnel Office will consider applications on a first-come first-served basis and, in his or her sole discretion will determine the employee's eligibility to participate in the Program in accordance with the criteria outlined in this Policy and his/her understanding of the needs of the County; and, if eligible, approves the employee's participation in the Tuition Reimbursement Program and the associated level of reimbursement based on available funding and selected course of study.
4. Approval or modified approvals of applications for participation in the Tuition Assistance Program will be conditioned on budget availability, and final approval may not be made until adoption of the Final County Budget for the fiscal year in which application to the Tuition Assistance Program is made. Funding will be allocated in the order in which approved or modified applications were received. However, in the event that the number of applications received exceeds the available funding if all were fully funded, funding may be based on those applications that are deemed to provide the greatest potential benefit to the County and may be funded on a limited term basis (e.g. a semester as opposed to a degree program.) Employees already enrolled in an approved degree program in the prior year's Tuition Assistance Program, which maintain a 2.0 or higher GPA will be given top priority for continued funding (based on seniority in the Tuition Assistance Program) if their application is received by April 1 preceding the fiscal year for which application for continued participation in the Tuition Assistance Program is made.



5. Once accepted in the Tuition Assistance Program, the employee will be eligible to enter into the tuition loan agreement (promissory note) with the County on terms and conditions specified in the agreement, which will be approved as to form by County Counsel. See the discussion above under "application process."
6. Upon successful completion of a course that has been approved for tuition assistance under the Program and pursuant to their tuition loan agreement, the employee forwards a copy of their official grade reports, and original tuition receipts to the Personnel Office with a request to draw down their loan. The employee must submit, with each grade report, a separate tuition assistance (loan) approval/acceptance form per semester, trimester or quarter.
7. Request to draw against the loan amount specified in an employee's tuition loan agreement for an approved course must be submitted by the employee within three (3) months after completion of the course(s), but not later than the 31<sup>st</sup> day of July following the fiscal year in which the course was successfully completed. Request to draw against the loan amount specified in the employee's tuition loan agreement which are submitted after the three (3) month specified deadline, or after July 31st, whichever is less, will not be considered or approved by the Personnel Office.

JOHN H. DOE  
Anniversary



08/01/2016 - 07/31/2017

## COUNTY OF INYO PERFORMANCE EVALUATION

### General Information

**Employee:** JOHN H. DOE  
**Position:** OFFICE TECHNICIAN I  
**Department:** ASSESSOR  
**Supervisor:** Jane M. Smith  
**Type of Review:** Anniversary  
**Review Period:** 08/01/2016 to 07/31/2017

### Rating Information

<b>Overall Rating:</b>	<b>3.64</b>	<b>Exceeds Standards</b>	<b>4.50+</b>	<b>Exemplary</b>
<b>Section I Rating:</b>	<b>3.67</b>	<b>Exceeds Standards</b>	<b>3.50 - 4.49</b>	<b>Exceeds Standards</b>
<b>Section II Rating:</b>	<b>3.48</b>	<b>Meets Standards</b>	<b>2.50 - 3.49</b>	<b>Meets Standards</b>
<b>Section III Rating:</b>	<b>3.80</b>	<b>Exceeds Standards</b>	<b>Less than 2.50</b>	<b>Does Not Meet Standards</b>

**ATTACHMENT G  
COUNTY OF INYO  
INTERVIEW RATING FORM**

**APPLICANT:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**POSITION:** \_\_\_\_\_ **DEPARTMENT:** \_\_\_\_\_

	Point Value (Standard)	Point Value (Department)	Rater Score	Comments
<b>Employment Application</b> Completed accurately and clearly	<b>5</b>			
<b>Education/Training</b> Does the candidate meet the educational and/or training criteria necessary for this position? Does the candidate demonstrate thorough and current knowledge of profession or position?	<b>25</b>			
<b>Work Experience</b> Does the candidate possess the required work experience to be successful in this position? Length of employment in prior jobs?	<b>25</b>			
<b>Communication Skills</b> Does the candidate have communication skills that are appropriate to this position? Is the candidate able to understand implications of questions and to make clear and direct replies and ideas?	<b>25</b>			
<b>Written Exam Score/Other Applicable Skills and/or Abilities</b> Does the candidate have other skills and abilities necessary to be successful in this position?	<b>10</b>			
<b>Physical Appearance/Demeanor</b> Is the candidate's behavior and appearance appropriate to this position? Poise, tact, neatness, grooming, maturity. Does the candidate present a positive attitude toward the duties and responsibilities of the position?	<b>10</b>			
<b>Other (Determined by Department Head):</b>				
<b>TOTAL points</b>	<b>100</b>			<b>OVERALL RATING:</b> (To be completed by Personnel Staff)  If DD214 rec'd, add 4 additional points

**Final Rating**

Standard Rating is Personnel-recommended point value. Department Heads have the ability to change the standard rating based upon departmental need and position being rated. Departmental changes in point values **MUST BE RECEIVED BY THE PERSONNEL OFFICE, ALONG WITH CATEGORIZED INTERVIEW QUESTIONS, NO LATER THAN 48 HOURS PRIOR TO THE INTERVIEW DATE.**

Raters are to give each candidate a final numerical rating. A passing score can be any rating between 70 and 100 points. Overall rating will be based on a combined average of all scores. Below are scoring bands that act as a guide for determining your final rating.

- An overall rating of 90 to 100 points is **OUTSTANDING**.
- An overall rating of 80 to 89 points is **ABOVE SATISFACTORY**.
- An overall rating of 70 to 79 points is **SATISFACTORY**.
- An overall rating of 69 or fewer points is **UNSATISFACTORY**.

**RATER'S SIGNATURE:** \_\_\_\_\_

**RATER'S PRINTED NAME:** \_\_\_\_\_

COUNTY OF INYO  
PANEL INTERVIEW

**INSTRUCTIONS TO PANEL MEMBERS –  
INTERVIEW RATING FORM**

The rating form for each candidate is designed to be compatible with the structured interview used by this panel and to provide the rater with a maximum amount of flexibility in recording reactions to the candidate. The entire form should be completed during and/or immediately following the interview. This will determine the overall rating following each interview.

**Rating System:**

An overall rating of **Unsatisfactory** (69 points or fewer) indicates a rater judgment that the candidate did not demonstrate the necessary knowledge or abilities required to successfully perform the essential functions of the position based on the criteria being evaluated.

An overall rating of **Satisfactory** (70 to 79 points) indicates a rater judgment of candidate competency to perform the essential functions of the position and a prediction of satisfactory performance of the position based on the criteria being evaluated.

An overall rating of **Above Satisfactory** (80 to 89 points) indicates a rater judgment of above adequate predicted performance of the position based on the criteria being evaluated.

An overall rating of **Outstanding** (90 to 100 points) indicates a rater judgment of advanced knowledge or ability level for the position and a prediction of outstanding performance of the position based on the criteria being evaluated.

# ATTACHMENT H

## § 22893. Percentage of employer contribution payable for..., CA GOVT § 22893

West's Annotated California Codes

Government Code (Refs & Annos)

Title 2. Government of the State of California

Division 5. Personnel (Refs & Annos)

Part 5. The Public Employees' Medical and Hospital Care Act (Refs & Annos)

Chapter 1. Public Employees' Health Benefits (Refs & Annos)

Article 8. Contracting Agency Contributions (Refs & Annos)

West's Ann.Cal.Gov.Code § 22893

§ 22893. Percentage of employer contribution payable for postretirement health benefits  
for employees of specified contracting agencies; computation of benefits; exceptions

Effective: June 24, 2004

Currentness

(a) Notwithstanding Section 22892, the percentage of employer contribution payable for postretirement health benefits for an employee of a contracting agency subject to this section shall, except as provided in subdivision (b), be based on the member's completed years of credited state service at retirement as shown in the following table:

Credited Years of Service	Percentage of Employer Contributions
10.....	50
11.....	55
12.....	60
13.....	65
14.....	70
15.....	75
16.....	80
17.....	85
18.....	90
19.....	95
20 or more.....	100

This subdivision shall apply only to employees who retire for service and are first employed after this section becomes applicable to their employer, except as otherwise provided in paragraph (6). The application of this subdivision shall be subject to the following provisions:

(1) The employer contribution with respect to each annuitant shall be adjusted by the employer each year. Those adjustments shall be based upon the principle that the employer contribution for each annuitant may not be less than the amount equal to 100 percent of the weighted average of the health benefit plan premiums for an employee or annuitant enrolled for self-alone, during the benefit year to which the formula is applied, for the four health benefit plans that had the largest state enrollment, excluding family members, during the previous benefit year. For each annuitant with enrolled family members, the employer shall contribute an additional 90 percent of the weighted average of the additional premiums required for enrollment of those family members, during the benefit year to which the formula is applied, in the four health benefit plans that had the largest state enrollment, excluding family members, during the previous benefit year. Only the enrollment of, and premiums paid by, state employees and annuitants enrolled in basic health benefit plans shall be counted for purposes of calculating the employer contribution under this section.

(2) The employer shall have, in the case of employees represented by a bargaining unit, reached an agreement with that bargaining unit to be subject to this section.

(3) The employer shall certify to the board, in the case of employees not represented by a bargaining unit, that there is not an applicable memorandum of understanding.

(4) The credited service of an employee for the purpose of determining the percentage of employer contributions applicable under this section shall mean state service as defined in Section 20069, except that at least five years of service shall have been performed entirely with that employer.

(5) The employer shall provide the board any information requested that the board determines is necessary to implement this section.

(6) The employer may, once each year without discrimination, allow all employees who were first employed before this section became applicable to the employer to individually elect to be subject to the provisions of this section, and the employer shall notify the board which employees have made that election.

(b) Notwithstanding subdivision (a), the contribution payable by an employer subject to this section shall be equal to 100 percent of the amount established pursuant to paragraph (1) of subdivision (a) on behalf of any annuitant who either:

(1) Retired for disability.

(2) Retired for service with 20 or more years of service credit entirely with that employer, regardless of the number of days after separation from employment. The contribution payable by an employer under this paragraph shall be paid only if it is greater than, and made in lieu of, a contribution payable to the annuitant by another employer under this part. The board shall establish application procedures and eligibility criteria to implement this paragraph.

(c) This section does not apply to any contracting agency, its employees, or annuitants unless and until the agency files with the board a resolution of its governing body electing to be so subject. The resolution shall be adopted by a majority vote of the governing body and shall be effective at the time provided in board regulations.

**Credits**

(Added by Stats.2004, c. 69 (S.B.626), § 22, eff. June 24, 2004.)

**Editors' Notes**

**OPERATIVE EFFECT**

<For operative effect of this Part with respect to employees and annuitants of the University of California, see Government Code § 22755.>

West's Ann. Cal. Gov. Code § 22893, CA GOVT § 22893

Current with urgency legislation through Ch. 1 of 2024 Reg.Sess. Some statute sections may be more current, see credits for details.

---

End of Document

© 2024 Thomson Reuters. No claim to original U.S. Government Works.

## ATTACHMENT I

Amy Shepherd  
Auditor-Controller  
ashepherd@inyocounty.us

(760) 878-0343  
FAX: (760) 878-0391



Keri Oney  
Assistant Personnel Director  
koney@inyocounty.us

(760) 878-0294  
FAX: (760) 878-0485

## COUNTY OF INYO

### CASH IN LIEU OF LEAVE HOURS POLICY ~~APPENDIX B~~

#### ELIGIBILITY:

Requirements for obtaining eligibility to receive cash in lieu of compensatory (comp) hours are set forth in "Article 3 – Overtime and Compensatory Time" of the Deputy Sheriff's Association (DSA) MOU or Resolution, and may include:

- A. The employee's hire date and type of employment
- B. The employee's position classification.
- C. The number of cumulative hours earned.
- D. Maximum amount of compensatory hours for cash out.

#### ELECTION PROCESS:

As to employees covered by the MOU that adopt the County's policy, of Constructive Receipt the following conditions shall apply:

- A. To cash out leave, an employee must make an irrevocable election to cash out leave in the calendar year proceeding taxable calendar year in which the leave is cashed out.
- B. Elections will be processed each calendar year during the Benefits Open Enrollment period for employees hired prior to that open enrollment period (September-November) during which time an employee will have the opportunity to make an irrevocable election of cash in lieu of leave hours for hours scheduled to accrue in the next taxable calendar year.
- C. All elections must be received and recorded by the Auditor-Controller's Office on or before December 31<sup>st</sup> of the calendar year preceding the taxable calendar year accrual and cash out period (taxable pay periods between January 1 and December 31).
- D. Employees hired after December 31<sup>st</sup> shall not be eligible to elect a purchase until the next calendar year.
- E. DSA Employees: Employees exercising the cash out option must contain at least the number of hours of comp leave banked that they wish to buy back.
- F. Employees that qualify for the election process may cash out up to a maximum of eighty (80) hours of accrued compensatory time per calendar year (example: member elects to convert 30 hours in July; he or she can only convert 50 hours in December). Payment of the cash out will be completed two times per year in July and December. The scheduled date is available at the Auditor-Controller's Office, Payroll.
- G. If an employee elects into the Cash in Lieu Program for the July payment and does not qualify based on hours available, the request for cash out will carry over to the December payment.
- H. If an employee elects into the Cash In Lieu Program and does not qualify, Payroll will notify them that no payment will be processed.
- I. Employees ineligible to receive cash in lieu of leave hours must wait for the next open enrollment cycle to perform another election to purchase.



# Wellness Bonus Affidavit Form

It is the purpose of the Wellness Bonus Program to improve the overall well-being of our employees by promoting mental, physical, nutritional, and emotional health. The goal is to provide County employees as many options and as much flexibility as possible to find a physical activity which promotes aerobic exercise, flexibility, and/or strength training and provide for integrative health and wellness programs.

The Wellness Bonus Program provides a reimbursement of up to \$500 for specific wellness activities during the program year.

The program is by calendar year with a reimbursement submission period of January 1 – December 15. This is payable through payroll and is includable in employee's income, pursuant to IRC Section 213(d)

Allowable Reimbursement Costs	Examples
Entry, Registration, Participation, and League Fees	<ul style="list-style-type: none"> <li>Fees for participation in group, team, or league sporting activities</li> <li>Softball or Golf League</li> <li>Foot Race Entry Fees (5k, 10k, Marathon, etc.)</li> <li>Bicycle Race Entry Fees</li> </ul> <p><b>Note:</b> Fees for individual employee participating on a team only. Fee for entire team excluded</p>
Fitness Classes/Activities	<ul style="list-style-type: none"> <li>Physical fitness / exercise classes, certified trainers</li> <li>Yoga / Pilates / Zumba / T'ai Chi</li> <li>Boot Camp</li> <li>Alpine or Cross Country Ski or Snowboard Ticket/Annual Pass</li> </ul> <p><b>Note:</b> Travel, lodging, and food are not reimbursable under Wellness (e.g. health, wellness, and fitness retreats)</p>
Health and Wellness Promotion & Education	<ul style="list-style-type: none"> <li>Classes and educational programs with primary focus to improve health and wellness.</li> <li>Wellness workshops, on-line training</li> <li>Includes meditation, massage, and acupuncture</li> <li>Smoking cessation programs (including patches)</li> <li>Stress reduction programs</li> </ul> <p><b>Note:</b> Travel, lodging, and food are not reimbursable under Wellness (e.g. health, wellness, and fitness retreats)</p>
Health Club Membership	<ul style="list-style-type: none"> <li>Health club physical fitness/exercise classes</li> </ul>
Personal Training	<ul style="list-style-type: none"> <li>Strength training</li> <li>Pilates reformer training</li> <li>Personal training</li> <li>Suspension System training</li> <li>Fitness Assessments</li> </ul>
Physical Fitness Products and Equipment	<ul style="list-style-type: none"> <li>Sporting and exercise equipment, athletic safety and protective gear, running shoes, weights, gloves, exercise mats, ski or snowboard equipment (snowboard, skis, poles, boots)</li> </ul> <p><b>Note:</b> Excludes clothing, fitness apparel, and uniforms</p>
Recreational Classes and Sport Lessons	<ul style="list-style-type: none"> <li>Personal training and individual coaching</li> <li>Tennis/Golf</li> </ul>

	<ul style="list-style-type: none"> <li>• Karate/Tae Kwon Do/Jiu Jitsu/Martial Arts</li> <li>• Dance classes</li> </ul>
Weight Reduction Programs	<ul style="list-style-type: none"> <li>• Exercise programs</li> <li>• Diet management programs (Weight Watchers, Jenny Craig, etc.)</li> <li>• Stress reduction programs</li> <li>• Nutrition Classes</li> <li>• Healthy eating and cooking classes to support health related goals</li> <li>• Weight loss coaching</li> </ul> <p><b>Note:</b> Excludes food, food preparation equipment and food and nutritional supplements, medications; Excludes residential dietary/weight loss programs</p>

Please indicate the allowable reimbursement activity and amount you are requesting:

	Entry, Registration, Participation, and League Fees	\$
	Fitness Classes	\$
	Health and Wellness Promotion & Education	\$
	Health Club Membership	\$
	Personal Training	\$
	Physical Fitness Products and Equipment	\$
	Recreational Classes and Sport Lessons	\$
	Weight Reduction Programs	\$
	<b>TOTAL</b>	\$

I understand that I must keep expense receipts for 3 years from date of submission for reimbursement and will be subject to audit anytime during the 3-year period.

I understand I must truthfully complete and submit this affidavit in order to be eligible for the Wellness Bonus reimbursement. Furthermore, I understand that purposefully falsifying this form and not keeping verification/receipts for reimbursed expenses constitutes fraud against the Program, and will be subject to disciplinary action, up to and including termination of employment.

\_\_\_\_\_  
Name (Print)

\_\_\_\_\_  
Department

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



# 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 3, 2024

Reference ID:  
2024-897

### Memorandum of Understanding between the County of Inyo and Inyo County Probation Peace Officers Association (ICPPOA)

#### County Administrator - Personnel

ACTION REQUIRED

#### ITEM SUBMITTED BY

Keri Oney, Assistant Personnel Director

#### ITEM PRESENTED BY

Keri Oney, Assistant Personnel Director

#### RECOMMENDED ACTION:

Ratify and approve the April 1, 2024 through June 30, 2027 Memorandum of Understanding between the County of Inyo and the Inyo County Probation Peace Officers Association (ICPPOA).

#### BACKGROUND / SUMMARY / JUSTIFICATION:

Your Board has given direction regarding negotiations on the current Memorandum of Understanding (MOU) with the Inyo County Probation Peace Officers Association (ICPPOA). At this time, negotiations have concluded successfully with all parties agreeing on the terms of the MOU.

#### FISCAL IMPACT:

Funding Source	General Fund / Grant Funded	Budget Unit	Various Probation Dept. Budgets
Budgeted?	Yes	Object Code	5001-5043
Recurrence	Ongoing Expenditure	Sole Source?	N/A

If Sole Source, provide justification below

#### Current Fiscal Year Impact

Staff will be reviewing all budgets during the Mid-Year Financial Review and will move Personnel Contingencies as needed to cover increased salary and benefit costs.

#### Future Fiscal Year Impacts

All future budgeted salary and benefits will be reviewed annually.

#### Additional Information

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Your Board could choose not to approve the Memorandum of Understanding and direct staff to re-negotiate the terms with Inyo County Probation Peace Officers Association (ICPPOA). This is not recommended as it has taken months to arrive at this agreed upon set of terms and a lack of support at this time could adversely impact labor and employee relations.

#### **OTHER DEPARTMENT OR AGENCY INVOLVEMENT:**

Inyo County Probation Peace Officers Association and the Inyo County Negotiations Team

#### **STRATEGIC PLAN ALIGNMENT:**

**High Quality Services** | Quality County Employees

**High Quality Services** | High-Quality County Government Services

#### **APPROVALS:**

Denelle Carrington	Created/Initiated - 11/25/2024
Darcy Ellis	Approved - 11/25/2024
Denelle Carrington	Approved - 11/25/2024
Keri Oney	Approved - 11/26/2024
Denelle Carrington	Approved - 11/26/2024
John Vallejo	Approved - 11/26/2024
Amy Shepherd	Approved - 11/27/2024
Nate Greenberg	Final Approval - 11/27/2024

#### **ATTACHMENTS:**

1. Inyo County Probation Peace Officers Association 2024 - 2027 Memorandum of Understanding

**MEMORANDUM OF UNDERSTANDING BETWEEN  
THE COUNTY OF INYO  
AND  
THE INYO COUNTY PROBATION PEACE OFFICERS ASSOCIATION  
April 1, 2024- June 30, 2027**

## **TABLE OF CONTENTS**

ARTICLE 1. RECOGNITION .....	4
ARTICLE 2. EFFECT OF PRIOR MEMORANDA OF UNDERSTANDING AND RESOLUTIONS .....	4
ARTICLE 3. NON-DISCRIMINATION .....	4
ARTICLE 4. WORKDAY AND WORKWEEK .....	4
ARTICLE 5. OVERTIME AND COMPENSATORY TIME - FULL TIME PERMANENT .....	5
ARTICLE 6. STANDBY AND CALL-OUT COMPENSATION .....	5
ARTICLE 7. SALARIES .....	6
ARTICLE 8. ....	7
ARTICLE 9. INSURANCE BENEFITS .....	7
ARTICLE 10. FLEXIBLE BENEFIT PROGRAM .....	8
ARTICLE 11. SHORT-TERM DISABILITY PROGRAM .....	8
ARTICLE 12. DEFERRED COMPENSATION .....	8
ARTICLE 13. REASONABLE ACCESS, CONTRACTING OUT .....	8
ARTICLE 14. CAREER LADDER PROCESS .....	8
ARTICLE 15. EMPLOYEE TRAINING AND TUITION PROGRAM .....	9
ARTICLE 16. SICK LEAVE .....	9
ARTICLE 17. VACATION LEAVE .....	10
ARTICLE 18. FLEXIBLE LEAVE .....	10
ARTICLE 19. HOLIDAYS .....	11
ARTICLE 20. RETIREMENT PROVISIONS .....	11
ARTICLE 21. PERSONNEL RULES .....	12
ARTICLE 22. EMPLOYEE ASSISTANCE PROGRAM .....	12
ARTICLE 23. TRAVEL PAY .....	12
ARTICLE 24. EMPLOYEE ORGANIZATIONAL RIGHTS AND RESPONSIBILITY .....	12
ARTICLE 25. OUT OF CLASSIFICATION PAY .....	13
ARTICLE 26. FLSA EXEMPT .....	13
ARTICLE 27. PROBATION PERIOD .....	13
ARTICLE 28. UNIFORMS .....	13
ARTICLE 29. SPECIAL ASSIGNMENT PAY .....	14
ARTICLE 30. PERFORMANCE EVALUATIONS .....	14
ARTICLE 31. DRUG-FREE WORKPLACE/DOT DRUG TESTING POLICY .....	14
ARTICLE 32. MATERNITY LEAVE OF ABSENCE .....	14
ARTICLE 33. ....	14
ARTICLE 34. SMOKING .....	15
ARTICLE 35. MISTAKEN OVERPAYMENTS .....	15
ARTICLE 36. LETTER OF REPRIMAND .....	15
ARTICLE 37. AUTHORIZED AGENTS .....	15
ARTICLE 38. SOLE AND ENTIRE MEMORANDUM OF UNDERSTANDING .....	15
ARTICLE 39. NO STRIKE-NO LOCKOUT .....	16
ARTICLE 40. EMERGENCY WAIVER .....	16
ARTICLE 41. SEPARABILITY .....	16
ARTICLE 42. WAIVER .....	17
ARTICLE 43. MEMORANDUM OF UNDERSTANDING .....	17

ARTICLE 44. RATIFICATION AND EXECUTION .....	17
--	----

## **ARTICLE 1. RECOGNITION**

The County of Inyo (hereinafter called the "County") has recognized the Inyo County Probation Peace Officers 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-Milius-Brown Act, Government Code section 3500, *et seq.* This Agreement applies to all employees in the Association bargaining unit.

The County recognizes the Association represents the following classifications under this MOU:

Deputy Probation Officer (I, II, III)  
Rehabilitation Specialists (I, II, III)  
Probation Services Coordinator

## **ARTICLE 2. EFFECT OF PRIOR MEMORANDA OF UNDERSTANDING AND RESOLUTIONS**

This Agreement supersedes all prior Memoranda of Understanding between the County and the Association, and Resolutions approving such prior Memoranda of Understanding.

## **ARTICLE 3. NON-DISCRIMINATION**

**Section 1.** The County will recognize and will 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 the 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, marital status, physical or mental disability, medical condition or sexual orientation. The County and the 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 to be 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. WORKDAY AND WORKWEEK**

The work week begins at 0001 hours each Thursday and ends at 2400 hours the following Wednesday (one minute after 12 midnight Thursday through 12 midnight on Wednesday).

- a. Full-time permanent employees on either a seven- or eight-hour daily work schedule will work five consecutive days, with two consecutive days off.
- b. Full-time permanent employees on a four-day, ten hour per day work schedule will work four consecutive days with three consecutive days off.

- c. The County Administrator may in his/her discretion based upon recommendation from a Department Head change work hours and/or workshifts on a temporary basis in such department or work unit thereof.

## **ARTICLE 5. OVERTIME AND COMPENSATORY TIME - FULL TIME PERMANENT**

The County will comply with the Fair Labor Standards Act (FLSA) and shall compensate all full-time nonexempt employees at the pay rate of time and one-half for all overtime hours worked. Time and one-half compensation shall be paid after 35 hours for those non-exempt full-time employees scheduled on a 35-hour work week. Time and one-half compensation will be paid after 40 hours for those full-time non-exempt employees scheduled on a 40-hour work week. Non-exempt full-time employees covered by this Agreement shall be compensated for authorized overtime at the rate of one and one-half (1-1/2) times his or her equivalent hourly rate of pay, when approved in advance by the department head.

- a. All overtime must be scheduled with the employee in advance, except in the case of an emergency or when reasonable, unforeseeable operational needs prohibit advance notice.
- b. Overtime may be converted to compensatory time off at the rate of time and one-half (1-1/2). The compensatory time may be banked as provided in paragraph e. below. The conversion of overtime shall be at the option of the employee. Overtime shall be paid in accordance with current procedures unless an employee requests compensatory time.
- c. "Hours worked" will be calculated as provided for by the Fair Labor Standards Act, 29 U.S.C. § 201, *et seq.* "Hours worked" does not include time for which persons are compensated, but do not actually work.

County will allow non-exempt full-time employees to carry 120 hours of compensatory time on the books. Compensatory time will be placed on the books at the rate of one and one-half (1 1/2) hours for each hour of approved overtime worked. When an employee leaves employment, any compensatory time remaining on the books will be paid at the employee's hourly rate. On two (2) occasions (December and July: First full pay period) an employee may elect to convert compensatory time into a cash payment, at the rate of pay, including retention incentive pay, up to a total of forty (40) hours of accrued compensatory time in a calendar year. (Example: member elects to convert thirty (30) hours in July; member can only convert ten (10) in December.)

See Attachment B for guidelines of cash in lieu of.

## **ARTICLE 6. STANDBY AND CALL-OUT COMPENSATION**

- a. Stand-by Compensation. Employees requested by the department head to serve in an after-hours response capacity will receive \$85.00 for performing standby duties on each regularly scheduled day and \$135.00 for performing stand-by duties on regularly scheduled days off or holidays. Holidays are those recognized pursuant to Article 19 of this Agreement.
- b. Call-Out Compensation. Those employees who are eligible for overtime compensation and have ended their workday and have left their place of employment, but who have been requested to perform duties after normal working hours, will be compensated at the rate of time and one-half. If the time worked is less than two hours, the employee will receive two

hours compensation minimum at the rate of time and one-half. Provided, however, if the employee is not required to leave the location at which he/she would otherwise remain (e.g. the employee takes a call at home, and/or makes calls from home) then the employee will receive time and one-half for the actual hours (calculated in 15-minute increments) worked. The 15-minute increment does not mean that each call is paid separately in 15-minute intervals. Instead, the first call starts a 15-minute period during which all subsequent calls are covered. If a second call comes in after this initial 15-minute period, another 15-minute increment is paid, covering all calls within this new period. For example, if an employee takes a call at 8:00, a second call at 8:07, and a third call at 8:22, they will be paid for one 15-minute increment covering the 8:00 and 8:07 calls, and a second 15-minute increment for the 8:22 call, totaling 30 minutes. If the time worked is more than two hours, the employee will receive time and one-half for the actual hours or portions thereof worked.

These call-out provisions will apply to no more than two call-out instances per 12-hour period. Any call-out instance after the first two in a 12-hour period will be paid at normal overtime rates.

- c. An employee will be deemed to be on telephone standby if the employee's department head informs the employee that the employee may be subject to being called out during a certain period. A department cannot avoid payment under this Article by informing an employee he or she may be needed, but not formally placing the employee on standby.

## ARTICLE 7. SALARIES

- a. Compensation: The parties agree to implement the recommended changes to the salary structure, transitioning from "Ranges" to "Grades" and adding two new salary steps, F and G. The parties will adhere to the recommendations of Evergreen Solutions LLC in determining the appropriate salary grade for each classification (Attachment A). All employees will be placed into the new structure, ensuring that they are brought up to at least the minimum salary step, which may result in an up or down change to the employee's current step to ensure there shall be no reduction in an employee's current base wages as a result of this implementation.

Implementation of the new salary structure will be retro to the first full pay period of April 2024. Any employee that received a career ladder or step increase from April 1, 2024 to the ratification of this MOU shall have said change applied to their placement in the new salary structure.

The first pay period of July and each year after, members shall receive a COLA determined by the March to March CPI-U for Riverside-San Bernardino-Ontario, with a minimum of a 0% to no more than 4%.

- b. Longevity Pay: The County agrees to provide the following Longevity Pay to support retention: At year six (6) on the anniversary date the employee will receive a one percent (1%) increase to the base salary and will receive a half percent (0.5%) increase every year after until employee reaches a total of eight percent (8%) and twenty (20) years of service.
- c. Shift Differential. Employees working swing shifts (full shifts worked between 3:00 p.m. and 12:00 midnight) shall receive a shift differential of 2%. Those working graveyard shifts (full shifts worked between 12:00 a.m. and 8:00 a.m.) shall receive a shift differential of 4%.
- d. Transport Pay: Any employee whose shift is adjusted or changed to accommodate the County with a transport shall be paid an additional \$100.00 stipend for each transport. Employees who are

working their regularly scheduled shift and complete a transport which takes them beyond their scheduled time off would not qualify for this stipend, however, they would be paid overtime consistent with Article 5.

- e. Bi-Weekly Pay Period: Employees covered by this Agreement shall be paid bi-weekly (every other Friday)

## ARTICLE 8.

LEFT BLANK

## ARTICLE 9. INSURANCE BENEFITS

- a. The County shall continue to contract with the Public Employees Retirement System (PERS) for medical benefits during the term of this Agreement.
- b. County agrees to pay seventy five percent (75%) of the premium of PERS Platinum (employees will be responsible for twenty five percent (25%) of the premium, eighty percent (80%) of the premium of PORAC (employees will be responsible for twenty percent (20%) of the premium) or one hundred percent (100%) of PERS Gold or EPO. The parties agree to meet and confer over any changes to Plan names or Plan configurations by PERS during the life of the MOU.
- c. The County will reimburse to those employees opting into the County's medical coverage one hundred percent (100%) of the annual medical deductible after the full deductible per person has been paid up to \$1000.
- d. Dental: County agrees to pay 100% of the monthly premium (for employee and dependents) for dental insurance during the term of this MOU. County agrees to provide through Delta Dental orthodontia benefits for adults and children, 50% benefit schedule; \$1,200 lifetime maximum.
- e. Optical: County agrees to pay 100% of the monthly premium (for employee and dependents) for the optical insurance during the term of this MOU.
- f. Life: County agrees to pay 100% of the monthly premium for life insurance - \$20,000 term policy on employee during the term of this MOU.
- g. County will pay the following per pay period to each employee who has other medical coverage and has opted out of the County's medical plan:
  - Eligible for *employee only* coverage - \$200.00 per pay period
  - Eligible for *employee plus one* coverage - \$300.00 per pay period
  - Eligible for *family* coverage - \$400.00 per pay period

An employee receiving medical coverage, in part or fully funded, through a State or Federally funded program, is not eligible for the provisions of this subsection g.

- h. The County shall contract with AirMedCare Network to provide insurance covering the cost of air ambulance transport from the region to remote treatment facility for the employee (and their family) so long as they are employed by Inyo County. The employee may choose to add on

additional items to this insurance offering, including but not limited to return flight insurance, at their own expense, through a payroll deduction.

- i. Wellness Bonus: The purpose of the Inyo County Wellness Benefit is to improve the level of health and wellness among ICPPOA members to improve their overall degree of wellness. The County will reimburse employees up to a maximum of \$500 per calendar year for fitness and wellness activities during said calendar year payable through payroll. Members seeking reimbursement shall submit an affidavit on a form provided for by the County. Activities subject to this wellness bonus are set forth on said affidavit (Attachment D).

## **ARTICLE 10. FLEXIBLE BENEFIT PROGRAM**

County will pay the administration fee for each employee who participates in flexible benefit program allowed by Section 125 of the Internal Revenue Code.

## **ARTICLE 11. SHORT-TERM DISABILITY PROGRAM**

“Except as otherwise specified in article 8, 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 applicable premium on behalf of the employee, as set forth in the County’s Short-Term Disability Insurance Plan (as the same may be amended from time to time).” 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 the County Administrative Officer. The benefit will be as set forth in the Short-Term Disability Program.

## **ARTICLE 12. DEFERRED COMPENSATION**

County will provide deferred compensation programs for employees.

## **ARTICLE 13. REASONABLE ACCESS, CONTRACTING OUT**

Reasonable Access - The practice will continue, which allows ICPPOA Officers and Representatives reasonable access to County work locations, facilities, equipment and other County resources.

Contracting Out – The County agrees to address contracting out of County Services in accordance with all applicable laws.

## **ARTICLE 14. CAREER LADDER PROCESS**

As outlined in Personnel Rules 5.19, Career Ladder, a career ladder is a term used to define movement through a job series without posting of the position (e.g. Probation Officer I-III) as the employee acquires additional skills, responsibilities and experience. Career ladder advancements do not require a vacant position. Job titles or positions within a job series constitute distinct classifications.

5.19 Career Ladders. Due to the nature of some classifications, various County positions have been assigned career ladders through the classification plan. These progressions are part of a job series and identified in the applicable job descriptions. Each rung on the career ladder represents a distinct classification.

The following classifications have been designated as a career ladder series:

- Deputy Probation Officer I – III
- Rehabilitation Specialist I - III
  
- Advancement from a I to II
  - Employee who meets the minimum requirements for the II level, and who also receives a rating of “satisfactory” (employee must receive a three (3) [meets] or higher in every individual rating criteria) on their most recent annual evaluation report will advance to level II.
  
- Advancement from a II to III

Employee must meet the minimum qualifications for the next level in the career ladder.

- Employee must receive a minimum overall rating of “Meets Expectations” in all categories on their most recent annual performance evaluation report.

Should the employee meet expectations in every category in their current position, the Department shall conduct a skills assessment based on the minimum qualifications of the next position on the ladder to determine whether the employee is eligible to move to the next level. This assessment shall be shared with the employee. Should the employee not be ready, they shall be eligible for assessment again at their next evaluation.

Department Head must provide written documentation that moving the employee to the higher level will benefit the efficiency and functioning of the Department. A copy of the document must be signed by the Department Head and employee and transmitted to Personnel with the request for inclusion in the employee’s personnel file.

## **ARTICLE 15. EMPLOYEE TRAINING AND TUITION PROGRAM**

The County will reimburse educational expenses in accordance with the “Employee Training and Tuition Assistance Program Policy” (Attachment C). The County will also continue to reimburse all costs for licenses and certifications used in the course of employment.

## **ARTICLE 16. SICK LEAVE**

- a. Each employee shall accrue a total of 120 hours per year. There is no limit on the amount of sick leave that may be accrued. Notwithstanding Personnel Rule 10.10, newly hired employees eligible to accrue sick leave shall be granted 24 hours of sick leave on their first working day.
  
- b. The County recognizes that the ICPPOA membership has created a sick leave pool for use by those members who have exhausted all of their accrued leave (flex, vacation, sick, and CTO) due to a non-

industrial illness or injury. Any ICPPOA member in good standing may request hours from the sick leave pool by submitting a written request to the ICPPOA Board of Directors. Once approved the ICPPOA president will notify the County Administrative Officer. An employee may only receive a cumulative total of one hundred and sixty (160) hours during a twelve-month period.

- c. Any employee may donate up to a maximum of ten (10) days or eighty (80) hours per year of unused sick leave to the sick leave pool. Employees will have two fifteen (15)-day windows of opportunity (January 16-31 and July 16-31) to contribute to the sick leave pool.
- d. Employees who retire from the County may convert all up to a maximum of two hundred sixty (260) days or two thousand eighty (2080) hours of unused sick leave into service credit or donate unused sick leave to the sick leave pool, without complying with the timeframe outlined in Section c. of this article.

## **ARTICLE 17. VACATION LEAVE**

An employee may accrue a maximum of 280 vacation hours.

- a. In the event an employee is denied a request for vacation, which denial causes the employee to cease accruing vacation benefits due to the 280-hour 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 280-hour cap; (2) the alternative vacation must be scheduled and taken by the employee within six months; and (3) the County Administrative Officer approves the arrangement, which approval will not be unreasonably denied.
- b. The County Administrative Officer may approve requests for vacation in excess of 20 consecutive workdays based on extenuating circumstances.

## **ARTICLE 18. FLEXIBLE LEAVE**

The County shall grant employees 40 hours of Flexible Leave hours each fiscal year.

Flexible leave will be granted each July 1 and must be exhausted by the following June 30. Flexible leave will not carry over from one fiscal year to the next. However, if an employee believes there are extenuating circumstances that made it impossible for him/her to utilize flexible leave within the fiscal year, the employee must make a written request to the County Administrative Officer stating the reasons flexible leave should be carried over to the next fiscal year. If the County Administrative Officer approves the request, flexible leave shall be carried over.

Flexible leave will not be paid should an employee terminate, for any reason, from County services.

An employee requesting flexible leave shall give a minimum of 48 hours' notice to his/her supervisor. A request to take flexible leave may be denied due to the operational needs of the employee's department.

New employees, upon appointment, shall be granted a prorated number of flexible leave days as follows:

July 1-October 31 .....	Five (5) days
November 1 - February 29.....	Three (3) days
March 1 - June 30 .....	One (1) day

## ARTICLE 19. HOLIDAYS

- a. Recognized Holidays. County holidays are as follows:

January 1 (New Year's Day)  
Third Monday in January (MLK Day)  
Third Monday in February (President's Birthday)  
Last Monday in May (Memorial Day)  
July 4 (Independence Day)  
First Monday in September (Labor Day)  
November 11 (Veteran's Day)  
Thanksgiving Day  
Friday immediately following Thanksgiving Day  
December 24 (Christmas Eve)  
December 25 (Christmas Day)  
December 31 (New Year's Eve)

- b. Additional Provisions. Any employee who works in a facility which operates seven (7) days a week and who works on a County recognized holiday, shall be paid at double time and one-half their regular rate, *i.e.* pay for 20 hours on an 8-hour workday. If a holiday falls on the employee's day off, payment will be made at straight time with no additional day off.

## ARTICLE 20. RETIREMENT PROVISIONS

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

- a. County agrees to provide 2% at 55 full formula PERS retirement for miscellaneous members.
- b. County agrees to pay the member's contribution for PERS retirement, at the rate of 7% of gross pay, less Social Security (FICA) adjustment.
- c. Full-time employees shall pay their own contribution for both Social Security and Medicare through payroll deductions.
- d. PERS benefit to miscellaneous employees shall consist of:
1. Final compensation to be based on highest one year's salary;
  2. Include post-retirement survivor allowance;
  3. Allow 260 days of accrued sick leave to be added to service credit;
  4. Employer Paid Member Contribution (EPMC)
  5. All other provisions as amended in the County PERS contract.
- e. New PERS members hired after January 2013 will fall under PEPRA. Employees will receive 2% @ 62 PERS Formula and will be required to pay at least 50% of normal cost.

- f. Inyo County shall implement a revised retiree health benefit plan as provided for in California Government Code section 22893, applicable to employees hired on or after the date on which the revised retiree health benefit plan is adopted, as soon as reasonably practicable.

## **ARTICLE 21. PERSONNEL RULES**

The Personnel Rules are hereby incorporated by reference.

Personnel Rule 10.13 - Bereavement Leave Due to Death of Family Member: Whenever it is reasonably necessary for an employee in a classified service to be absent from duty because of the death of a family member, he or she may request permission from his/her department head to be absent for not more than ten (10) calendar days (80 hours) with pay, per death. Any time off granted shall be charged to sick leave. Any additional days shall be charged to vacation or flex days.

## **ARTICLE 22. EMPLOYEE ASSISTANCE PROGRAM**

The County will provide an Employee Assistance Program.

## **ARTICLE 23. 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 24. EMPLOYEE ORGANIZATIONAL RIGHTS AND RESPONSIBILITY**

**Section 1. Dues Deductions.** The County agrees to deduct association dues from the wages of all ICPPOA members who have filed a written authorization with the association. The County will begin dues deductions at the beginning of the pay period after notice is provided by the Association and will transmit these funds to the Association in a manner which is mutually agreed to. If at anytime an employee requests the County stop deducting association dues from their pay checks, the County will refer said employee to the Association.

The employee's earnings must be sufficient after other legal and required deductions are made to cover the amount of the dues. When an employee is in a non-pay status for an entire pay period, no deduction will be made to cover the pay period. In the case of an employee who is in a non-pay status during part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. In this circumstance, all other legal and required deductions (including health care deductions) have priority over Association dues.

**Section 2. Indemnification.** The county will not be responsible or liable for any claims, causes of action, or lawsuits arising out of the deductions or transmittal of such funds to the Association, except the intentional failure of the County to transmit to the Association monies deducted from the employees pursuant to this Article.

**Section 3. ICPPOA Release Time.** County will release with pay ICPPOA Board of Directors or other ICPPOA members (maximum seven (7) employees) assigned to established ICPPOA committees, from their normal duties to conduct legitimate and reasonable Association business. An employee must request, in advance, release time which may be denied due to the operational needs of the department.

Granting of Release time is conditioned upon ICPPOA providing to the County a minimum of thirty (30) days' notice for any meeting or training that will require members to be away from work in excess of three (3) hours. ICPPOA and Personnel will work together to assure that such meetings or training will not adversely impact departments. Department heads will discuss with the Personnel Office any difficulties concerning ICPPOA release time prior to discussing such matters with the ICPPOA Board or any member of the ICPPOA Board.

## **ARTICLE 25. OUT OF CLASSIFICATION PAY**

Any employee assigned work in a higher classification will have his/her salary increased by a minimum of 5% or be increased to the higher classification for the time worked, whichever is greater, after five (5) working days, effective the first day worked.

## **ARTICLE 26. FLSA EXEMPT**

Does not apply to any current represented classifications.

## **ARTICLE 27. PROBATION PERIOD**

All employees under this MOU will serve a 12-month probationary period.

## **ARTICLE 28. UNIFORMS**

**Section 1.** The following uniform allowance applies only to full-time Probation Officers, Probation Services Coordinator and Rehabilitation Specialist, who are required to wear a full uniform.

- a. The uniform allowance shall be \$1,400.00 per year for the cleaning, replacement (normal wear and tear ONLY) and maintenance of clothing.
- b. This allowance shall be paid per pay period in the amount of \$53.85.
- c. All clothing damaged within the course and scope of employment shall be replaced or repaired at no cost to the employee. The determination of replacement or repair will be made by the department. Normal wear and tear of clothing articles is not included.

New employees only will receive a \$350.00 advancement of uniform allowance, non-accountable plan, to be paid through payroll. This \$350.00 advancement is to come from the current \$1,400.00 annual payment, whereby a new employee's uniform allowance shall be reduced for the proration of the advance payment to \$40.38 per pay period for the first year of employment.

## **ARTICLE 29. SPECIAL ASSIGNMENT PAY**

Any Probation Officer assigned to a recognized special assignment by the Chief or his/her designee shall be paid an additional 5% of their base pay for so long as they serve in such assignment. To qualify as a recognized special assignment the employee would have to complete a minimum of 40 hours of training in a specific field such as narcotics, sex crimes, crimes against children, etc.

- a. Up to one (1) sworn Probation personnel assigned to provide other employees with Weaponless Defense Training (WDT) shall receive an additional five percent (5%) of his/her base pay.
- b. Up to one (1) sworn Probation personnel in an armed assignment, assigned as a Firearms Instructor shall receive an additional five percent (5%) of his/her base pay.
- c. Employees 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 = (2%) of their base rate of pay.

Spanish II – Those who interview and interrogate = (3%) of their base rate of pay.

Spanish III – Those who speak, read, and write = (5%) of their base rate of pay.

Upon passing the testing procedure administered by Human Resources, Department Heads will assign the level which they qualify to the employee.

Employees shall receive Spanish III compensation upon successfully passing of an exam that tests their oral communication skills, reading and writing ability.

The Association agrees to limit the number of paid Spanish speakers to four (4)

## **ARTICLE 30. PERFORMANCE EVALUATIONS**

Association will use county approved evaluation forms.

## **ARTICLE 31. DRUG-FREE WORKPLACE/DOT DRUG TESTING POLICY**

The County will enforce the Alcohol and Drug Abuse policy as amended September, 1991.

## **ARTICLE 32. MATERNITY LEAVE OF ABSENCE**

Maternity leave is governed by Personnel Rule 10.2.

## **ARTICLE 33.**

LEFT BLANK

## **ARTICLE 34. SMOKING**

There shall be no vaping, smoking or chewing of tobacco in any County facility or County vehicle. Employees vaping and/or smoking on County property shall smoke in designated smoking areas, which areas will be agreed to by the County and Association.

## **ARTICLE 35. MISTAKEN OVERPAYMENTS**

Should any employee be overpaid due to any mistake or inadvertence, the County may recover the amount of overpayment by subsequent unilateral deductions from the pay of the employee in question up to the amount of overpayment. However, not more than 10% of any such employee's net pay shall be deducted from any one paycheck for this purpose. Notwithstanding this, employee will have the option of 10%-25% being deducted from any one paycheck.

## **ARTICLE 36. LETTER OF REPRIMAND**

Any employee who receives a letter of reprimand shall be entitled to submit a written response thereto, which shall be placed in such employee's personnel file, along with the written reprimand. While the employee may discuss a reprimand with the Director of Personnel Services, who shall have the authority to remove the letter, there shall be no right to grieve or appeal any reprimand, warning, or counseling nor shall there be any formal hearings or review procedures concerning any reprimand, warning, or counseling.

## **ARTICLE 37. AUTHORIZED AGENTS**

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

- A. Representing the County  
County Administrative Officer  
P.O. Box N  
Independence, CA 93526
- B. President ICPPOA  
P.O. Box 153  
Bishop, CA 93515
- C. Agent  
Mastagni, Holstedt, Amick, Miller, Johnsen & Uhrhammer  
1912 I Street  
Sacramento, CA 95814

## **ARTICLE 38. SOLE AND ENTIRE MEMORANDUM OF UNDERSTANDING**

**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, oral 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 39. NO STRIKE-NO LOCKOUT**

**Section 1.** The Association, its officers, agents, representatives, and/or members agree that during the term of this MOU and any future renegotiations thereof through any and all mandatory impasse administrative procedures, they will not cause or condone any strike, walkout, slowdown, sickout or any other job action by withholding or refusing to perform services.

**Section 2.** The County agrees that it shall not lockout its employees during the term of this MOU and any future renegotiations thereof through any and all mandatory impasse administrative procedures. The term “lockout” is hereby defined so as not to include the discharge, suspension, termination, layoff, failure to recall or failure to return to work of employees of the County in the exercise of its rights as set forth in any of the provisions of the MOU or applicable ordinance or law.

**Section 3.** Any employee who participates in any conduct prohibited in Section 1 above may be subject to disciplinary action up to and including discharge.

**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 40. 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 Agreement, which restricts the County’s ability to respond to 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 of this Agreement and any Personnel rules and policies.

## **ARTICLE 41. SEPARABILITY**

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

## ARTICLE 42. WAIVER

**Section 1.** The parties mutually agree that, except as specifically provided herein, neither party shall seek to negotiate or bargain with reference to wages, hours, or terms and conditions of employment, regardless of whether covered by this MOU or in the negotiations or mediation leading thereto and irrespective of whether or not such matters were discussed or were even within the contemplation of the parties hereto during the negotiations or mediation leading to this MOU. Regardless of the waiver contained in this Article, the parties may, by mutual agreement, in writing, agree to meet-and-confer about any matter during the term of this MOU.

**Section 2.** The parties shall reopen any provision of this MOU for the purpose of complying with any final order of a federal or stand agency or court of competent jurisdiction requiring a modification or change in any provision or provisions of this MOU in order to comply with state or federal laws.

**Section 3.** The parties acknowledge that this MOU shall not be in force and effect until ratified by the Association and adopted by the Board of Supervisors of the County of Inyo.

## ARTICLE 43. MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding shall be in force from April 1, 2024, through June 30, 2027. The County will provide each employee represented by the Association with a copy of this and all subsequent MOUs.

## ARTICLE 44. RATIFICATION AND EXECUTION

The County and the Association acknowledge that this Memorandum of Understanding shall not be in full force and effect until ratified by the Association and adopted by the Board of Supervisors of the County of Inyo. Subject to the foregoing, this Memorandum of Understanding is hereby executed by the authorized representatives of the County and Association, and entered into this 3<sup>rd</sup> day of December 2024.

COUNTY OF INYO:

---

Matt Kingsley  
Chairperson

INYO COUNTY PROBATION  
PEACE OFFICERS ASSOCIATION

Lisa Vetter  
Lisa Vetter (Nov 27, 2024 10:27 PST)

---

Lisa Vetter  
ICPPOA President

## ATTACHMENT A

Title	Grade Change	Step Change	Salary Change
REHAB SPECIALIST 01 → REHAB SPECIALIST I	60 → 6	A → A	\$51,696.00 → \$53,756.98 (+ 2.81%)
REHAB SPECIALIST 01 → REHAB SPECIALIST I	60 → 6	E → E	\$62,808.00 → \$64,008.10 (+ 1.91%)
REHAB SPECIALIST 03 → REHAB SPECIALIST III	64 → 9	E → D	\$68,976.00 → \$70,933.73 (+ 2.84%)
PROBATION SERVICES COORDINATOR	67 → 9	A → A	\$60,090.00 → \$62,230.42 (+ 3.56%)
PROBATION OFFICER 01 → PROBATION OFFICER I	67 → 9	E → E	\$73,920.00 → \$74,097.38 (+ 0.24%)
PROBATION OFFICER 03 → PROBATION OFFICER III	73 → 12	E → F	\$85,344.00 → \$89,602.63 (+ 4.99%)

## ATTACHMENT A

Classification	Recommended Title	CurrentPay Grade	Current Minimum	Current Midpoint	Current Maximum	ProposedGrade	Proposed Minimum	Change	Proposed Midpoint	Change	Proposed Maximum	Change
REHAB SPECIALIST 01	REHAB SPECIALIST I	60	\$ 50,724	\$ 56,166	\$ 61,608	6	\$ 53,756.98	6% \$	61,800.96	10% \$	69,844.95	13%
REHAB SPECIALIST 02	REHAB SPECIALIST II	62	\$ 52,092	\$ 57,708	\$ 63,324	7	\$ 56,444.83	8% \$	64,891.01	12% \$	73,337.19	16%
REHAB SPECIALIST 03	REHAB SPECIALIST III	64	\$ 55,668	\$ 61,650	\$ 67,632	9	\$ 62,230.42	12% \$	71,542.34	16% \$	80,854.26	20%
PROBATION SERVICES COORDINATOR	PROBATION SERVICES COORDINATOR	67	\$ 59,724	\$ 66,108	\$ 72,492	9	\$ 62,230.42	4% \$	71,542.34	8% \$	80,854.26	12%
PROBATION OFFICER 01	PROBATION OFFICER I	67	\$ 59,724	\$ 66,108	\$ 72,492	9	\$ 62,230.42	4% \$	71,542.34	8% \$	80,854.26	12%
PROBATION OFFICER 02	PROBATION OFFICER II	70	\$ 62,904	\$ 69,708	\$ 76,512	10	\$ 65,341.94	4% \$	75,119.46	8% \$	84,896.97	11%
PROBATION OFFICER 03	PROBATION OFFICER III	73	\$ 68,820	\$ 76,260	\$ 83,700	12	\$ 72,039.49	5% \$	82,819.20	9% \$	93,598.91	12%

## ATTACHMENT A

## New Step Plan - Effective 4/11/2024

Step	Grade	Minimum	Midpoint	Maximum	Step A	Step B	Step C	Step D	Step E	Step F	Step G
4.46%	1	\$ 40,500.00	\$ 46,560.26	\$ 52,620.52	\$ 40,500.00	\$ 42,306.30	\$ 44,193.16	\$ 46,164.18	\$ 48,223.10	\$ 50,373.85	\$ 52,620.52
Spread	2	\$ 42,525.00	\$ 48,888.27	\$ 55,251.55	\$ 42,525.00	\$ 44,421.62	\$ 46,402.82	\$ 48,472.38	\$ 50,634.25	\$ 52,892.54	\$ 55,251.55
30.0%	3	\$ 44,651.25	\$ 51,332.69	\$ 58,014.13	\$ 44,651.25	\$ 46,642.70	\$ 48,722.96	\$ 50,896.00	\$ 53,165.97	\$ 55,537.17	\$ 58,014.13
Grade Progression	4	\$ 46,883.81	\$ 53,899.32	\$ 60,914.83	\$ 46,883.81	\$ 48,974.83	\$ 51,159.11	\$ 53,440.80	\$ 55,824.26	\$ 58,314.03	\$ 60,914.83
5.0%	5	\$ 49,228.00	\$ 56,594.29	\$ 63,960.57	\$ 49,228.00	\$ 51,423.57	\$ 53,717.06	\$ 56,112.84	\$ 58,615.48	\$ 61,229.73	\$ 63,960.57
	6	\$ 51,689.40	\$ 59,424.00	\$ 67,158.60	\$ 51,689.40	\$ 53,994.75	\$ 56,402.92	\$ 58,918.49	\$ 61,546.25	\$ 64,291.21	\$ 67,158.60
	7	\$ 54,273.87	\$ 62,395.20	\$ 70,516.53	\$ 54,273.87	\$ 56,694.49	\$ 59,223.06	\$ 61,864.41	\$ 64,623.56	\$ 67,505.77	\$ 70,516.53
	8	\$ 56,987.57	\$ 65,514.96	\$ 74,042.36	\$ 56,987.57	\$ 59,529.21	\$ 62,184.22	\$ 64,957.63	\$ 67,854.74	\$ 70,881.06	\$ 74,042.36
	9	\$ 59,836.95	\$ 68,790.71	\$ 77,744.48	\$ 59,836.95	\$ 62,505.67	\$ 65,293.43	\$ 68,205.51	\$ 71,247.48	\$ 74,425.12	\$ 77,744.48
	10	\$ 62,828.79	\$ 72,230.25	\$ 81,631.70	\$ 62,828.79	\$ 65,630.96	\$ 68,558.10	\$ 71,615.79	\$ 74,809.85	\$ 78,146.37	\$ 81,631.70
	11	\$ 65,970.23	\$ 75,841.76	\$ 85,713.29	\$ 65,970.23	\$ 68,912.50	\$ 71,986.00	\$ 75,196.58	\$ 78,550.35	\$ 82,053.69	\$ 85,713.29
	12	\$ 69,268.74	\$ 79,633.85	\$ 89,998.95	\$ 69,268.74	\$ 72,358.13	\$ 75,585.30	\$ 78,956.41	\$ 82,477.86	\$ 86,156.38	\$ 89,998.95
	13	\$ 72,732.18	\$ 83,615.54	\$ 94,498.90	\$ 72,732.18	\$ 75,976.04	\$ 79,364.57	\$ 82,904.23	\$ 86,601.76	\$ 90,464.19	\$ 94,498.90
	14	\$ 76,368.79	\$ 87,796.32	\$ 99,223.84	\$ 76,368.79	\$ 79,774.84	\$ 83,332.80	\$ 87,049.44	\$ 90,931.84	\$ 94,987.40	\$ 99,223.84
	15	\$ 80,187.23	\$ 92,186.13	\$ 104,185.03	\$ 80,187.23	\$ 83,763.58	\$ 87,499.44	\$ 91,401.91	\$ 95,478.44	\$ 99,736.77	\$ 104,185.03
	16	\$ 84,196.59	\$ 96,795.44	\$ 109,394.29	\$ 84,196.59	\$ 87,951.76	\$ 91,874.41	\$ 95,972.01	\$ 100,252.36	\$ 104,723.61	\$ 109,394.29
	17	\$ 88,406.42	\$ 101,635.21	\$ 114,864.00	\$ 88,406.42	\$ 92,349.35	\$ 96,468.13	\$ 100,770.61	\$ 105,264.98	\$ 109,959.79	\$ 114,864.00
	18	\$ 92,826.74	\$ 106,716.97	\$ 120,607.20	\$ 92,826.74	\$ 96,966.81	\$ 101,291.53	\$ 105,809.14	\$ 110,528.22	\$ 115,457.78	\$ 120,607.20
	19	\$ 97,468.08	\$ 112,052.82	\$ 126,637.56	\$ 97,468.08	\$ 101,815.16	\$ 106,356.11	\$ 111,099.59	\$ 116,054.64	\$ 121,230.67	\$ 126,637.56
	20	\$ 102,341.48	\$ 117,655.46	\$ 132,969.44	\$ 102,341.48	\$ 106,905.91	\$ 111,673.92	\$ 116,654.57	\$ 121,857.37	\$ 127,292.21	\$ 132,969.44
	21	\$ 107,458.56	\$ 123,538.23	\$ 139,617.91	\$ 107,458.56	\$ 112,251.21	\$ 117,257.61	\$ 122,487.30	\$ 127,950.24	\$ 133,656.82	\$ 139,617.91
	22	\$ 112,831.48	\$ 129,715.15	\$ 146,598.81	\$ 112,831.48	\$ 117,863.77	\$ 123,120.49	\$ 128,611.67	\$ 134,347.75	\$ 140,339.66	\$ 146,598.81
	23	\$ 118,473.06	\$ 136,200.90	\$ 153,928.75	\$ 118,473.06	\$ 123,756.96	\$ 129,276.52	\$ 135,042.25	\$ 141,065.13	\$ 147,356.64	\$ 153,928.75
	24	\$ 124,396.71	\$ 143,010.95	\$ 161,625.18	\$ 124,396.71	\$ 129,944.81	\$ 135,740.34	\$ 141,794.36	\$ 148,118.39	\$ 154,724.47	\$ 161,625.18
	25	\$ 130,616.55	\$ 150,161.50	\$ 169,706.44	\$ 130,616.55	\$ 136,442.05	\$ 142,527.36	\$ 148,884.08	\$ 155,524.31	\$ 162,460.70	\$ 169,706.44
	26	\$ 137,147.38	\$ 157,669.57	\$ 178,191.76	\$ 137,147.38	\$ 143,264.15	\$ 149,653.73	\$ 156,328.29	\$ 163,300.53	\$ 170,583.73	\$ 178,191.76
	27	\$ 144,004.74	\$ 165,553.05	\$ 187,101.35	\$ 144,004.74	\$ 150,427.36	\$ 157,136.42	\$ 164,144.70	\$ 171,465.55	\$ 179,112.92	\$ 187,101.35
	28	\$ 151,204.98	\$ 173,830.70	\$ 196,456.42	\$ 151,204.98	\$ 157,948.72	\$ 164,993.24	\$ 172,351.93	\$ 180,038.83	\$ 188,068.56	\$ 196,456.42
	29	\$ 158,765.23	\$ 182,522.24	\$ 206,279.24	\$ 158,765.23	\$ 165,846.16	\$ 173,242.90	\$ 180,969.53	\$ 189,040.77	\$ 197,471.99	\$ 206,279.24
	30	\$ 166,703.49	\$ 191,648.35	\$ 216,593.20	\$ 166,703.49	\$ 174,138.47	\$ 181,905.04	\$ 190,018.01	\$ 198,492.81	\$ 207,345.59	\$ 216,593.20
	31	\$ 175,038.67	\$ 201,230.77	\$ 227,422.86	\$ 175,038.67	\$ 182,845.39	\$ 191,000.30	\$ 199,518.91	\$ 208,417.45	\$ 217,712.87	\$ 227,422.86
	32	\$ 183,790.60	\$ 211,292.30	\$ 238,794.01	\$ 183,790.60	\$ 191,987.66	\$ 200,550.31	\$ 209,494.85	\$ 218,838.32	\$ 228,598.51	\$ 238,794.01
	33	\$ 192,980.13	\$ 221,856.92	\$ 250,733.71	\$ 192,980.13	\$ 201,587.04	\$ 210,577.83	\$ 219,969.60	\$ 229,780.24	\$ 240,028.44	\$ 250,733.71
	34	\$ 202,629.14	\$ 232,949.76	\$ 263,270.39	\$ 202,629.14	\$ 211,666.40	\$ 221,106.72	\$ 230,968.08	\$ 241,269.25	\$ 252,029.86	\$ 263,270.39
		UNG	-	-	-	-	-	-	-	-	-

## ATTACHMENT A

New Step Plan - Effective 7/04/2024

Step	Grade	Minimum	Midpoint	Maximum	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
4.46%	1	\$ 42,120.00	\$ 48,422.67	\$ 54,725.34	\$ 42,120.00	\$ 43,998.55	\$ 45,960.89	\$ 48,010.74	\$ 50,152.02	\$ 52,388.80	\$ 54,725.34	
Spread	2	\$ 44,226.00	\$ 50,843.81	\$ 57,461.61	\$ 44,226.00	\$ 46,198.48	\$ 48,258.93	\$ 50,411.28	\$ 52,659.62	\$ 55,008.24	\$ 57,461.61	
30.0%	3	\$ 46,437.30	\$ 53,386.00	\$ 60,334.69	\$ 46,437.30	\$ 48,508.40	\$ 50,671.88	\$ 52,931.84	\$ 55,292.60	\$ 57,758.65	\$ 60,334.69	
Grade Progression	4	\$ 48,759.17	\$ 56,055.30	\$ 63,351.43	\$ 48,759.17	\$ 50,933.82	\$ 53,205.47	\$ 55,578.44	\$ 58,057.23	\$ 60,646.59	\$ 63,351.43	
5.0%	5	\$ 51,197.12	\$ 58,858.06	\$ 66,519.00	\$ 51,197.12	\$ 53,480.51	\$ 55,865.75	\$ 58,357.36	\$ 60,960.10	\$ 63,678.92	\$ 66,519.00	
	6	\$ 53,756.98	\$ 61,800.96	\$ 69,844.95	\$ 53,756.98	\$ 56,154.54	\$ 58,659.03	\$ 61,275.23	\$ 64,008.10	\$ 66,862.86	\$ 69,844.95	
	7	\$ 56,444.83	\$ 64,891.01	\$ 73,337.19	\$ 56,444.83	\$ 58,962.27	\$ 61,591.98	\$ 64,338.99	\$ 67,208.51	\$ 70,206.01	\$ 73,337.19	
	8	\$ 59,267.07	\$ 68,135.56	\$ 77,004.05	\$ 59,267.07	\$ 61,910.38	\$ 64,671.58	\$ 67,555.94	\$ 70,568.93	\$ 73,716.31	\$ 77,004.05	
	9	\$ 62,230.42	\$ 71,542.34	\$ 80,854.26	\$ 62,230.42	\$ 65,005.90	\$ 67,905.16	\$ 70,933.73	\$ 74,097.38	\$ 77,402.12	\$ 80,854.26	
	10	\$ 65,341.94	\$ 75,119.46	\$ 84,896.97	\$ 65,341.94	\$ 68,256.20	\$ 71,300.42	\$ 74,480.42	\$ 77,802.25	\$ 81,272.23	\$ 84,896.97	
	11	\$ 68,609.04	\$ 78,875.43	\$ 89,141.82	\$ 68,609.04	\$ 71,669.00	\$ 74,865.44	\$ 78,204.44	\$ 81,692.36	\$ 85,335.84	\$ 89,141.82	
	12	\$ 72,039.49	\$ 82,819.20	\$ 93,598.91	\$ 72,039.49	\$ 75,252.46	\$ 78,608.71	\$ 82,114.66	\$ 85,776.98	\$ 89,602.63	\$ 93,598.91	
	13	\$ 75,641.47	\$ 86,960.16	\$ 98,278.85	\$ 75,641.47	\$ 79,015.08	\$ 82,539.15	\$ 86,220.40	\$ 90,065.83	\$ 94,082.76	\$ 98,278.85	
	14	\$ 79,423.54	\$ 91,308.17	\$ 103,192.80	\$ 79,423.54	\$ 82,965.83	\$ 86,666.11	\$ 90,531.42	\$ 94,569.12	\$ 98,786.90	\$ 103,192.80	
	15	\$ 83,394.72	\$ 95,873.58	\$ 108,352.44	\$ 83,394.72	\$ 87,114.12	\$ 90,999.41	\$ 95,057.99	\$ 99,297.57	\$ 103,726.25	\$ 108,352.44	
	16	\$ 87,564.45	\$ 100,667.26	\$ 113,770.06	\$ 87,564.45	\$ 91,469.83	\$ 95,549.38	\$ 99,810.89	\$ 104,262.45	\$ 108,912.56	\$ 113,770.06	
	17	\$ 91,942.68	\$ 105,700.62	\$ 119,458.56	\$ 91,942.68	\$ 96,043.32	\$ 100,326.85	\$ 104,801.43	\$ 109,475.57	\$ 114,358.19	\$ 119,458.56	
	18	\$ 96,539.81	\$ 110,985.65	\$ 125,431.49	\$ 96,539.81	\$ 100,845.49	\$ 105,343.20	\$ 110,041.50	\$ 114,949.35	\$ 120,076.09	\$ 125,431.49	
	19	\$ 101,366.80	\$ 116,534.93	\$ 131,703.06	\$ 101,366.80	\$ 105,887.76	\$ 110,610.36	\$ 115,543.58	\$ 120,696.82	\$ 126,079.90	\$ 131,703.06	
	20	\$ 106,435.14	\$ 122,361.68	\$ 138,288.22	\$ 106,435.14	\$ 111,182.15	\$ 116,140.87	\$ 121,320.76	\$ 126,731.66	\$ 132,383.89	\$ 138,288.22	
	21	\$ 111,756.90	\$ 128,479.76	\$ 145,202.63	\$ 111,756.90	\$ 116,741.26	\$ 121,947.92	\$ 127,386.79	\$ 133,068.25	\$ 139,003.09	\$ 145,202.63	
	22	\$ 117,344.74	\$ 134,903.75	\$ 152,462.76	\$ 117,344.74	\$ 122,578.32	\$ 128,045.31	\$ 133,756.13	\$ 139,721.66	\$ 145,953.24	\$ 152,462.76	
	23	\$ 123,211.98	\$ 141,648.94	\$ 160,085.90	\$ 123,211.98	\$ 128,707.24	\$ 134,447.58	\$ 140,443.94	\$ 146,707.74	\$ 153,250.91	\$ 160,085.90	
	24	\$ 129,372.58	\$ 148,731.39	\$ 168,090.19	\$ 129,372.58	\$ 135,142.60	\$ 141,169.96	\$ 147,466.14	\$ 154,043.13	\$ 160,913.45	\$ 168,090.19	
	25	\$ 135,841.21	\$ 156,167.95	\$ 176,494.70	\$ 135,841.21	\$ 141,899.73	\$ 148,228.46	\$ 154,839.44	\$ 161,745.28	\$ 168,959.12	\$ 176,494.70	
	26	\$ 142,633.27	\$ 163,976.35	\$ 185,319.44	\$ 142,633.27	\$ 148,994.71	\$ 155,639.88	\$ 162,581.42	\$ 169,832.55	\$ 177,407.08	\$ 185,319.44	
	27	\$ 149,764.93	\$ 172,175.17	\$ 194,585.41	\$ 149,764.93	\$ 156,444.45	\$ 163,421.87	\$ 170,710.49	\$ 178,324.18	\$ 186,277.43	\$ 194,585.41	
	28	\$ 157,253.18	\$ 180,783.93	\$ 204,314.68	\$ 157,253.18	\$ 164,266.67	\$ 171,592.97	\$ 179,246.01	\$ 187,240.38	\$ 195,591.31	\$ 204,314.68	
	29	\$ 165,115.84	\$ 189,823.13	\$ 214,530.41	\$ 165,115.84	\$ 172,480.01	\$ 180,172.61	\$ 188,208.31	\$ 196,602.40	\$ 205,370.87	\$ 214,530.41	
	30	\$ 173,371.63	\$ 199,314.28	\$ 225,256.93	\$ 173,371.63	\$ 181,104.01	\$ 189,181.24	\$ 197,618.73	\$ 206,432.52	\$ 215,639.41	\$ 225,256.93	
	31	\$ 182,040.21	\$ 209,280.00	\$ 236,519.78	\$ 182,040.21	\$ 190,159.21	\$ 198,640.31	\$ 207,499.66	\$ 216,754.15	\$ 226,421.38	\$ 236,519.78	
	32	\$ 191,142.22	\$ 219,744.00	\$ 248,345.77	\$ 191,142.22	\$ 199,667.17	\$ 208,572.32	\$ 217,874.65	\$ 227,591.86	\$ 237,742.45	\$ 248,345.77	
	33	\$ 200,699.33	\$ 230,731.20	\$ 260,763.06	\$ 200,699.33	\$ 209,650.52	\$ 219,000.94	\$ 228,768.38	\$ 238,971.45	\$ 249,629.58	\$ 260,763.06	
	34	\$ 210,734.30	\$ 242,267.75	\$ 273,801.21	\$ 210,734.30	\$ 220,133.05	\$ 229,950.99	\$ 240,206.80	\$ 250,920.02	\$ 262,111.06	\$ 273,801.21	
		UNG	-	-	-	-	-	-	-	-	-	-

Amy Shepherd  
Auditor-Controller  
ashepherd@inyocounty.us

(760) 878-0343  
FAX: (760) 878-0391



Keri Oney  
Assistant Personnel Director  
koney@inyocounty.us

(760) 878-0294  
FAX: (760) 878-0465

## COUNTY OF INYO

### CASH IN LIEU OF LEAVE HOURS POLICY ~~APPENDIX B~~

#### ELIGIBILITY:

Requirements for obtaining eligibility to receive cash in lieu of compensatory (comp) hours are set forth in "Article 3 – Overtime and Compensatory Time" of the Deputy Sheriff's Association (DSA) MOU or Resolution, and may include:

- A. The employee's hire date and type of employment
- B. The employee's position classification.
- C. The number of cumulative hours earned.
- D. Maximum amount of compensatory hours for cash out.

#### ELECTION PROCESS:

As to employees covered by the MOU that adopt the County's policy, of Constructive Receipt the following conditions shall apply:

- A. To cash out leave, an employee must make an irrevocable election to cash out leave in the calendar year proceeding taxable calendar year in which the leave is cashed out.
- B. Elections will be processed each calendar year during the Benefits Open Enrollment period for employees hired prior to that open enrollment period (September-November) during which time an employee will have the opportunity to make an irrevocable election of cash in lieu of leave hours for hours scheduled to accrue in the next taxable calendar year.
- C. All elections must be received and recorded by the Auditor-Controller's Office on or before December 31<sup>st</sup> of the calendar year preceding the taxable calendar year accrual and cash out period (taxable pay periods between January 1 and December 31).
- D. Employees hired after December 31<sup>st</sup> shall not be eligible to elect a purchase until the next calendar year.
- E. DSA Employees: Employees exercising the cash out option must contain at least the number of hours of comp leave banked that they wish to buy back.
- F. Employees that qualify for the election process may cash out up to a maximum of eighty (80) hours of accrued compensatory time per calendar year (example: member elects to convert 30 hours in July; he or she can only convert 50 hours in December). Payment of the cash out will be completed two times per year in July and December. The scheduled date is available at the Auditor-Controller's Office, Payroll.
- G. If an employee elects into the Cash in Lieu Program for the July payment and does not qualify based on hours available, the request for cash out will carry over to the December payment.
- H. If an employee elects into the Cash In Lieu Program and does not qualify, Payroll will notify them that no payment will be processed.
- I. Employees ineligible to receive cash in lieu of leave hours must wait for the next open enrollment cycle to perform another election to purchase.



## ATTACHMENT C

County of Inyo

Policy Name: Employee Training, Continuing Education  
and Tuition Assistance Program Policy

Page 1 of 8

# COUNTY OF INYO

## EMPLOYEE TRAINING, CONTINUING EDUCATION AND TUITION ASSISTANCE POLICY

\*This policy currently applies to ICEA, ICPPOA, Non-Represented and Management Employees

### STATEMENT OF POLICY

It is the policy of the County of Inyo to encourage training, self-improvement and personal development programs for employees which includes three (3) general categories: on-the-job training; continuing education, and tuition assistance programs. In its discretion, the County may provide limited financial assistance in the form of tuition assistance loans for a given employee's participation in an education program.

### ON-THE-JOB TRAINING

Responsibility for developing and assigning on-the-job training programs for employees shall be assumed jointly by the Department Head, Personnel staff, and the employee's supervisor. Such training may include demonstration, assignments of reading matter, lecture courses; seminars, conferences, and/or training courses inside and outside the workplace, or such other devices as may be available for the purpose of improving the effectiveness in broadening the knowledge of employees in the performance of their respective duties. All on-the-job training shall be assigned or otherwise approved in advance by the County and the cost of on-the-job training will be paid by the County.

### CONTINUING EDUCATION

Employees who, as a job requirement of their current employment, must utilize certifications or licenses which require renewal or continuing education will have the cost of doing so paid by the County. The time associated with participating in the continuing education program will count as time worked. The continuing education program, course,



or class required to renew certificate or license, and associated use of time and travel expense, must be approved in advance by the County, and are expected to be planned in advance of the deadline for acquiring them, and achieved using the most cost-effective means available. The County will not provide reimbursement for continuing education activities and associated costs not approved in advance by the County. Nothing in this policy shall be construed as limiting an employee's ability to select and attend a continuing education program, certificate, license renewal course, or class of his or her choice, at their expense and on their time

## TUITION ASSISTANCE

Personal and professional development of employees can be beneficial to both employees and the County. In this regard, the County understands that some employees on their own initiative and on their own time (outside of work), may wish to voluntarily pursue advanced education programs leading to college degrees, certificates, or professional licenses. Although pursuit of such education programs is not mandated by the County for employees, the County recognizes that an employee's attainment of a degree, certificate, or professional license that is not a job requirement for their current employment may be a benefit to the County. As such, in accordance with eligibility criteria described below and subject to available funding, the County may provide limited financial assistance to employees in the form of tuition assistance loans that may be satisfied over time through continued County employment.

## ELIGIBILITY FOR TUITION ASSISTANCE

To be considered for the Tuition Assistance Program, an individual must be a full-time employee and have received a performance evaluation of "Meet Standards", "Exceeds Standards", or "Exemplary" during the most recent rating period. Probationary employees are generally not eligible to be considered for tuition assistance except in the case of probation due to promotional reclassification. The County Administrator/Personnel Director may make exceptions; in his/her sole discretion based upon the potential benefit to the County, for newly hired employees who are already participating in an advanced education program.



In addition, the advanced education program or course(s) must be employment related, a benefit to the County, and be provided through an accredited educational institution. Conferences, conventions, seminars, workshops, short courses, etc. are not eligible for Tuition Assistance Program. Attendance at these types of events will typically be handled at the department level. Programs in specific courses of study that do not result in a degree or certificate may be pursued on a case-by-case basis through on- the-job training.

The advanced education program or course(s) must be pursued on the employee's personal time and shall not interfere with the employee's normal workday, and is not considered compensable time. Any scheduling impacts with the employee's job related duties and responsibilities must have prior approval from the employee's supervisor or Department Head, and utilize compensatory time off (or accrued leave other than sick leave) or a flexed work schedule.

## APPLICATION PROCESS AND ASSISTANCE PLAN

### 1. PRE-APPROVAL REQUIREMENT

To participate in the Tuition Assistance Program, an employee must be accepted into the course of study for which he/she is seeking tuition assistance, complete an application provided by the Personnel Office, and submit the completed and signed application to the Department Head. The Department Head reviews the application, and provides a recommendation for approval or denial based on whether the employee meets the eligibility requirements, and if the Department Head believes the proposed course of study is relevant to the employee's current job or professional development, or will otherwise benefit or meet the needs of the County. The Department Head may consult with the County Administrator/Personnel Director regarding County needs, if necessary.

Regardless of his or her recommendation, the Department Head must forward the employee's completed application for the Tuition Assistance Program to the County Administrator/Personnel Director who, in his or her sole discretion, will determine the employee's eligibility to participate in the Program in accordance with the criteria outlined in this Policy and his/her understanding of the needs of the County; and, if eligible, approves the employee's participation in the Tuition Reimbursement Program



and the associated level of reimbursement based on available funding in the selected course of study.

If an employee is pursuing a degree program, the entire course of study must be submitted as part of the application. Only those courses within the degree program that are employment related, as determined by the County Administrator /Personnel Director, are eligible to be considered for assistance. Required versus elective courses will be taken into account in this evaluation. Advanced degrees beyond the Masters level are not eligible for this program.

## 2. **CRITERIA**

### a. Employment Related

Eligibility for tuition assistance will be primarily based on the relevance for the employee's duties and responsibilities at the County, in the context of how the course of study will improve the employee's knowledge or skills as it relates to his/her current position, or to prepare him/her for a higher position within the organization. Course electives which are part of the degree program curriculum, and are chosen by the employee, and are relevant to the employee's current duties and responsibilities and/or professional development as a County employee, may be considered for assistance. The final decision on eligibility for assistance and acceptance into the program will be made by the County Administrator/Personnel Director in his/her sole discretion.

### b. Assistance (Loan Agreement)

Once accepted in the Tuition Assistance Program, an employee will be eligible to enter into a tuition loan agreement (promissory note) with the County on terms and conditions specified in the agreement, which will be approved as to form by County Counsel. Among other things, the agreement will provide for the County to loan the employee money toward agreed-upon tuition expenses up to a maximum dollar amount specified in the agreement and within the maximum rates/schedule specified by this Policy. Among other things, the agreement will specify the interest rate applicable to the loan, the term for repayment, and the minimum monthly payments which shall be forgiven under the terms of the agreement for each month that the employee remains



employed with County, beginning with the first month thereafter the employee draws upon the loan as described below. The employee will be permitted to draw down funding from the authorized loan amount over time toward approved tuition expenses after submission of satisfactory evidence that the course work associated with the tuition has been successfully completed with at least a grade of C, and provided that the employee has a minimum 2.0 GPA, at an accredited educational institution. Grades are determined by the educational institution. Subject to the maximum rate/schedule set forth in this Policy (see below) and the maximum dollar amounts of individual loan agreements, loan funds can potentially cover up to one hundred percent (100%) of tuition, however, no loan funds will be made available for any course which the employee has not received a minimum C grade (i.e. not C minus or lower). Additionally, the classes taken on an audit basis are not eligible for tuition assistance.

c. Assistance Rate/Schedule

- i. *Link to State University Fee*- The maximum amount of loan agreement funds that will be made available for tuition will be set at the highest cost per unit at inland California State University campuses within the Southern California area. Currently, these campuses include: Bakersfield, Dominguez Hills, Fresno, Fullerton, Los Angeles, Northridge, Pomona and San Bernardino. The Personnel Office will monitor the State University fee annually to ensure that the assistance rate is current in determining the per unit cost of tuition, the tuition cost for up to six units will be divided into the total cost (for example, the FY 2016-2017 Tuition is \$3,174 for up to six units, the per unit cost is \$529 per unit.)
- ii. *Subject to Available Funding- Tuition* Assistance Program funding will be limited to the Program budget approved by the Inyo County Board of Supervisors as part of the annual County Budget process. Generally, dollars budgeted for each fiscal year will be available on a first-come, first- served basis, with existing tuition loan agreements being prioritized for funding over new applications. In accordance with the terms and conditions specified in the tuition loan agreement, the



County will determine the amount of budgeted funds available in a given fiscal year for the employee to draw against for approved tuition expenses, and will earmark (reserve) a portion of the budgeted funds for that purpose.

- iii. *Grants/Scholarships* - If an employee receives assistance for approved educational classes/programs under the Veterans Administration, other federal/state student aid programs or public grants/scholarships, only the difference, if any, between such assistance and the cost the employee actually incurs, subject to the criteria established for maximum reimbursement, will be eligible for County assistance under this Policy.
- iv. *Use of Funds* - The purpose of the Tuition Assistance Program is to fund a portion of the cost of tuition for an approved course of study at an accredited institution. However, to the extent that the County Tuition Assistance Program funds are drawn down upon the completion of an approved course of study or discrete class, with a qualifying grade, and in accordance with the approved program application, the maximum rate/schedule specified by this Policy, and the tuition loan agreement, the employee may, in his/her sole discretion, apply funds to the cost of books, materials, supplies, fees for entrance to a university program, or similar expenses.

## STEPS FOR PARTICIPATING IN TUITION ASSISTANCE PROGRAM

1. Employee completes a County provided Tuition Assistance Program application and submits it to the Department Head for review. The employee must submit the application to participate in the Tuition Assistance Program for review at least sixty (60) days prior to the beginning of the course of study, but no sooner than the first day of April preceding the fiscal year for which application is being made to the Tuition Assistance Program. As provided for in the Tuition Assistance Program application, the employee must provide a



detailed explanation of the course(s) and how the degree and/or course(s) related to the employee's professional development benefit the County of Inyo.

2. The Department Head reviews a signed application for completeness, and provides a recommendation for approval or denial based on whether the employee meets the eligibility requirements, and if the Department Head believes the proposed course of study is relevant to the employee's current job or professional development, or will otherwise benefit or meet the needs of the County. The Department Head will consult with the County Administrator/Personnel Director regarding County needs, if necessary. Regardless of his or her recommendation, the Department Head forwards the signed and completed application to the County Administrator/Personnel Office for review and consideration.
3. Upon receiving complete applications , including the Department Head's recommendation, the County Administrator/Personnel Office will consider applications on a first-come first-served basis and, in his or her sole discretion will determine the employee's eligibility to participate in the Program in accordance with the criteria outlined in this Policy and his/her understanding of the needs of the County; and, if eligible, approves the employee's participation in the Tuition Reimbursement Program and the associated level of reimbursement based on available funding and selected course of study.
4. Approval or modified approvals of applications for participation in the Tuition Assistance Program will be conditioned on budget availability, and final approval may not be made until adoption of the Final County Budget for the fiscal year in which application to the Tuition Assistance Program is made. Funding will be allocated in the order in which approved or modified applications were received. However, in the event that the number of applications received exceeds the available funding if all were fully funded, funding may be based on those applications that are deemed to provide the greatest potential benefit to the County and may be funded on a limited term basis (e.g. a semester as opposed to a degree program.) Employees already enrolled in an approved degree program in the prior year's Tuition Assistance Program, which maintain a 2.0 or higher GPA will be given top priority for continued funding (based on seniority in the Tuition Assistance Program) if their application is received by April 1 preceding the fiscal year for which application for continued participation in the Tuition Assistance Program is made.



5. Once accepted in the Tuition Assistance Program, the employee will be eligible to enter into the tuition loan agreement (promissory note) with the County on terms and conditions specified in the agreement, which will be approved as to form by County Counsel. See the discussion above under "application process."
6. Upon successful completion of a course that has been approved for tuition assistance under the Program and pursuant to their tuition loan agreement, the employee forwards a copy of their official grade reports, and original tuition receipts to the Personnel Office with a request to draw down their loan. The employee must submit, with each grade report, a separate tuition assistance (loan) approval/acceptance form per semester, trimester or quarter.
7. Request to draw against the loan amount specified in an employee's tuition loan agreement for an approved course must be submitted by the employee within three (3) months after completion of the course(s), but not later than the 31<sup>st</sup> day of July following the fiscal year in which the course was successfully completed. Request to draw against the loan amount specified in the employee's tuition loan agreement which are submitted after the three (3) month specified deadline, or after July 31st, whichever is less, will not be considered or approved by the Personnel Office.



# Wellness Bonus Affidavit Form

It is the purpose of the Wellness Bonus Program to improve the overall well-being of our employees by promoting mental, physical, nutritional, and emotional health. The goal is to provide County employees as many options and as much flexibility as possible to find a physical activity which promotes aerobic exercise, flexibility, and/or strength training and provide for integrative health and wellness programs.

The Wellness Bonus Program provides a reimbursement of up to \$500 for specific wellness activities during the program year.

The program is by calendar year with a reimbursement submission period of January 1 – December 15. This is payable through payroll and is includable in employee's income, pursuant to IRC Section 213(d)

Allowable Reimbursement Costs	Examples
Entry, Registration, Participation, and League Fees	<ul style="list-style-type: none"> <li>Fees for participation in group, team, or league sporting activities</li> <li>Softball or Golf League</li> <li>Foot Race Entry Fees (5k,10k, Marathon, etc.)</li> <li>Bicycle Race Entry Fees</li> </ul> <p><b>Note:</b> Fees for individual employee participating on a team only. Fee for entire team excluded</p>
Fitness Classes/Activities	<ul style="list-style-type: none"> <li>Physical fitness / exercise classes, certified trainers</li> <li>Yoga / Pilates / Zumba / T'ai Chi</li> <li>Boot Camp</li> <li>Alpine or Cross Country Ski or Snowboard Ticket/Annual Pass</li> </ul> <p><b>Note:</b> Travel, lodging, and food are not reimbursable under Wellness (e.g. health, wellness, and fitness retreats)</p>
Health and Wellness Promotion & Education	<ul style="list-style-type: none"> <li>Classes and educational programs with primary focus to improve health and wellness.</li> <li>Wellness workshops, on-line training</li> <li>Includes meditation, massage, and acupuncture</li> <li>Smoking cessation programs (including patches)</li> <li>Stress reduction programs</li> </ul> <p><b>Note:</b> Travel, lodging, and food are not reimbursable under Wellness (e.g. health, wellness, and fitness retreats)</p>
Health Club Membership	<ul style="list-style-type: none"> <li>Health club physical fitness/exercise classes</li> </ul>
Personal Training	<ul style="list-style-type: none"> <li>Strength training</li> <li>Pilates reformer training</li> <li>Personal training</li> <li>Suspension System training</li> <li>Fitness Assessments</li> </ul>
Physical Fitness Products and Equipment	<ul style="list-style-type: none"> <li>Sporting and exercise equipment, athletic safety and protective gear, running shoes, weights, gloves, exercise mats, ski or snowboard equipment (snowboard, skis, poles, boots)</li> </ul> <p><b>Note:</b> Excludes clothing, fitness apparel, and uniforms</p>
Recreational Classes and Sport Lessons	<ul style="list-style-type: none"> <li>Personal training and individual coaching</li> <li>Tennis/Golf</li> </ul>

	<ul style="list-style-type: none"> <li>• Karate/Tae Kwon Do/Jiu Jitsu/Martial Arts</li> <li>• Dance classes</li> </ul>
Weight Reduction Programs	<ul style="list-style-type: none"> <li>• Exercise programs</li> <li>• Diet management programs (Weight Watchers, Jenny Craig, etc.)</li> <li>• Stress reduction programs</li> <li>• Nutrition Classes</li> <li>• Healthy eating and cooking classes to support health related goals</li> <li>• Weight loss coaching</li> </ul> <p><b>Note:</b> Excludes food, food preparation equipment and food and nutritional supplements, medications; Excludes residential dietary/weight loss programs</p>

Please indicate the allowable reimbursement activity and amount you are requesting:

	Entry, Registration, Participation, and League Fees	\$
	Fitness Classes	\$
	Health and Wellness Promotion & Education	\$
	Health Club Membership	\$
	Personal Training	\$
	Physical Fitness Products and Equipment	\$
	Recreational Classes and Sport Lessons	\$
	Weight Reduction Programs	\$
TOTAL		\$

I understand that I must keep expense receipts for 3 years from date of submission for reimbursement and will be subject to audit anytime during the 3-year period.

I understand I must truthfully complete and submit this affidavit in order to be eligible for the Wellness Bonus reimbursement. Furthermore, I understand that purposefully falsifying this form and not keeping verification/receipts for reimbursed expenses constitutes fraud against the Program, and will be subject to disciplinary action, up to and including termination of employment.

\_\_\_\_\_  
Name (Print)

\_\_\_\_\_  
Department

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



# 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 3, 2024

Reference ID:  
2024-899

### Resolution for Non-Represented Employees County Administrator - Personnel ACTION REQUIRED

#### ITEM SUBMITTED BY

Keri Oney, Assistant Personnel Director

#### ITEM PRESENTED BY

Keri Oney, Assistant Personnel Director

#### RECOMMENDED ACTION:

Approve Resolution No. 2024-39 titled, "A Resolution of the Board of Supervisors, County of Inyo, State of California, Setting Certain Salary and/or Terms and Conditions of Employment for Non-Represented Employees Employed in the Several Offices or Institutions of the County of Inyo," and authorize the Chairperson to sign.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

This resolution is presented for your consideration and approval. This resolution provides for all the same adjustments that are provided to the Inyo County Employees Association (ICEA) in the new Memorandum of Understanding that was presented to your Board earlier in the Agenda.

#### FISCAL IMPACT:

<b>Funding Source</b>	General Fund / Non-General Fund / Grant Funded	<b>Budget Unit</b>	Various County Budgets
<b>Budgeted?</b>	Yes	<b>Object Code</b>	5001-5043
<b>Recurrence</b>	Ongoing Expenditure	<b>Sole Source?</b>	N/A

If Sole Source, provide justification below

#### Current Fiscal Year Impact

During the Mid-Year Financial Review all budgets will be reviewed and Personnel Contingencies will be utilized as needed.

#### Future Fiscal Year Impacts

All future increases to salary and budget expenditures will be budgeted.

#### Additional Information

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Your Board could choose to not approve and direct staff to come back with other alternatives. This is not recommended as the set of terms provided for in this Resolution mimic those agreed to with the Inyo

County Employees Association (ICEA), who the employees of this unit are similar to, and it is logical to provide the same set of benefits to both units at the same time.

#### **OTHER DEPARTMENT OR AGENCY INVOLVEMENT:**

Inyo County Negotiations Team

#### **STRATEGIC PLAN ALIGNMENT:**

**High Quality Services** | Quality County Employees

**High Quality Services** | High-Quality County Government Services

#### **APPROVALS:**

Denelle Carrington	Created/Initiated - 11/25/2024
Darcy Ellis	Approved - 11/25/2024
Denelle Carrington	Approved - 11/25/2024
Keri Oney	Approved - 11/26/2024
Denelle Carrington	Approved - 11/26/2024
John Vallejo	Approved - 11/26/2024
Keri Oney	Approved - 11/26/2024
Amy Shepherd	Approved - 11/27/2024
Nate Greenberg	Final Approval - 11/27/2024

#### **ATTACHMENTS:**

1. Non-Represented Resolution No. 2024-39 with Attachments

RESOLUTION NO. 2024-39

**A RESOLUTION OF THE BOARD OF SUPERVISORS, COUNTY OF INYO, STATE OF CALIFORNIA, SETTING CERTAIN SALARY AND/OR TERMS AND CONDITIONS OF EMPLOYMENT FOR NON-REPRESENTED EMPLOYEES EMPLOYED IN THE SEVERAL OFFICES OR INSTITUTIONS OF THE COUNTY OF INYO**

WHEREAS, the Board of Supervisors, pursuant to Government Code section 25300, shall prescribe the compensation of all county officers and shall provide for the number, compensation, tenure, appointment, and conditions of employment of all County employees; and

WHEREAS, there are non-represented employees of the County of Inyo; and

WHEREAS, the Board of Supervisors desires to prescribe the compensation, tenure, appointment and/or conditions of employment for non-represented employees, excluding, all Elected Officials, all Appointed Officials and all Management employees; and

NOW THEREFORE, BE IT RESOLVED by the Board of Supervisors that the following classifications are deemed as non-represented employees and shall be subject to the salary and/or terms and conditions of employment set forth below:

ADMINISTRATIVE ANALYST (ADMINISTRATION)	*C
ADMINISTRATIVE ASSISTANT TO DISTRICT ATTORNEY	
ADMINISTRATIVE ASSISTANT TO HEALTH & HUMAN SERVICES DIRECTOR	
ADMINISTRATIVE ASSISTANT TO SHERIFF	
ADMINISTRATIVE LEGAL ASSISTANT TO COUNTY COUNSEL	*C
ADMINISTRATIVE OPERATIONS ANALYST	*C
ASSISTANT CLERK TO THE BOARD/PUBLIC RELATIONS LIAISON	*C
BUDGET ANALYST	*C
BUILDING ASSOCIATE OFFICIAL	
BUILDING TECHNICAL OFFICIAL	
CLINICAL ADMINISTRATOR	
EMERGENCY SERVICES MANAGER	
ENGINEER SENIOR CIVIL	
LIBRARY DIRECTOR	
MANAGEMENT ANALYST	
MANAGEMENT ANALYST SENIOR	
MUSEUM ADMINISTRATOR	
OFFICE TECHNICIAN (ADMINISTRATION)	*C
PAYROLL ANALYST	*C
PAYROLL MANAGER	*C
PERSONNEL ANALYST	*C
PERSONNEL ANALYST SENIOR	*C
PROBATION MANAGER	
PSYCHIATRIST	
PROGRAM INTEGRITY QA MANAGER	
PROGRAM INTEGRITY QA MANAGER SENIOR	

ROAD SUPERINTENDENT	
SAFETY COORDINATOR	*C
*C - CONFIDENTIAL CLASSIFICATIONS	

## **ARTICLE 1. RECOGNITION**

The County of Inyo (hereinafter called the "County") has recognized employee bargaining units for the purpose of meeting its obligations under the Meyers-Milias-Brown Act, Government Code Section 3500, et seq. This Resolution applies to employees not represented by any employee bargaining unit. This Resolution applies to those positions listed above.

Persons in these positions are hereinafter referred to as “non-represented employees.”

## **ARTICLE 2. EFFECT OF PRIOR RESOLUTIONS**

This Resolution supersedes all prior Resolutions, including but not limited to Resolution 2024-05, with regard to the non-represented employees covered by this resolution to the extent they are inconsistent herewith.

## **ARTICLE 3. NON-DISCRIMINATION**

**Section 1.** The County will recognize and will protect the rights of all employees hereby to join and/or participate in protected bargaining unit activities, or to refrain from joining or participating in protected activities, in accordance with Government Code sections 3500 to 3511.

**Section 2.** Non-represented employees shall not discriminate against any employee because of race, color, sex, age, national origin, ancestry, political or religion or religious creed, marital status, physical or mental disability, medical condition or sexual orientation.

**Section 3.** Whenever the masculine gender is used in this Resolution, it shall be understood to include the feminine gender.

## **ARTICLE 4. WORKDAY AND WORK WEEK**

The County shall extend to the non-represented employee group the same Workday and Work Week structure, including any related scheduling benefits, as provided to members of the Inyo County Employees Association (ICEA). Any future modifications to the Workday and Work Week structure for ICEA members shall automatically apply to the non-represented group under equivalent terms, unless otherwise specified by the County.

## **ARTICLE 5. OVERTIME AND COMPENSATORY TIME**

#### Overtime:

The County will comply with the Fair Labor Standards Act (FLSA) and shall compensate all full-time non-exempt employees at the pay rate of time and one-half for all overtime hours worked. Time and one-half compensation will be paid after 40 hours for those non-exempt full-time employees scheduled on a 40-hour work week. Non-exempt full-time employees covered by this Agreement shall be compensated for authorized overtime at the rate of one and one-half (1-1/2) times his or her equivalent hourly rate of pay, when approved in advance by the department head.

Non-represented employees listed on Attachment A are Exempt employees.

#### Compensatory Time:

The County will allow non-exempt full-time employees to carry eighty (80) hours of compensatory time on the books. Compensatory time will be placed on the books at the rate of one and one-half (1.5) hours for each hour of approved overtime worked. When an employee leaves employment, any compensatory time remaining on the books will be paid at the employee's hourly rate.

On two (2) occasions (December and July: first full pay period), pursuant to the County's Cash in Lieu of Leave Hours Policy, an employee may elect to convert compensatory time into a cash payment, at the regular rate of pay, up to a total of forty (40) hours of accrued compensatory time in a calendar year. Example: member elects to convert thirty (30) hours in July; member can only convert ten (10) in December.

### **ARTICLE 6. STANDBY COMPENSATION**

The County shall extend to the non-represented employee group the same Standby and Call-Out compensation benefits as provided to members of the Inyo County Employees Association (ICEA). Any future adjustments to the Standby and Call-Out provisions for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County

### **ARTICLE 7. SALARIES**

- a. Salaries: Employees shall be paid as set forth in Attachment B for Non-Represented employees. The salaries identified in Attachment B shall be retroactive to the first pay period in July 2024.
- b. Cost of Living: The County shall extend to the non-represented employee group the same Cost of Living adjustment as outlined and provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Cost of Living adjustment for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.
- c. Longevity Pay: The County shall extend to the non-represented employee group the same Longevity Pay as outlined and provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Longevity Pay for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.
- d. Shift Differential and Premium Pay: The County shall extend to the non-represented employee group the same Shift Differential and Premium Pay as outlined and provided to members of the

Inyo County Employees Association (ICEA). Any future changes or enhancements to Shift Differential or Premium Pay for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

- e. Bilingual Pay: The County shall extend to the non-represented employee group the same Bilingual Pay as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Bilingual Pay for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.
- f. Bi-Weekly Pay period: Employees covered by this Resolution shall be paid bi-weekly (every other Friday).

#### **ARTICLE 8. INSURANCE/HEALTHCARE BENEFITS**

The County shall extend to the non-represented employee group the same Healthcare Benefits provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Healthcare Benefits for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

The County shall extend to the Probation Manager the same Insurance Benefits provided to members of the Inyo County Probation Peace Officers Association (ICPPOA). Any future changes or enhancements to Insurance Benefits for ICPPOA members shall automatically apply to the Probation Manager on an equivalent basis, unless otherwise specified by the County.

#### **ARTICLE 9. PART-TIME BENEFITS**

The County shall extend to the non-represented employee group the same Part-Time Benefits as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Part-Time Benefits for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

#### **ARTICLE 10. FLEXIBLE BENEFIT PROGRAM**

The County shall extend to the non-represented employee group the same Flexible Benefit Program as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Flexible Benefit Program for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

#### **ARTICLE 11. SHORT-TERM DISABILITY PROGRAM**

The County shall extend to the non-represented employee group the same Short-Term Disability Program as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Short-Term Disability Program for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

## **ARTICLE 12. DEFERRED COMPENSATION**

The County will provide deferred compensation programs for employees.

## **ARTICLE 13. CAREER LADDER**

The County shall extend to those non-represented positions that have an assigned classification career ladder, (e.g. Office tech I/II/III) the same Career Ladder opportunities as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Career Ladder program for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

## **ARTICLE 14. SICK LEAVE**

- a. Each employee shall accrue sick leave. There is no limit on the amount of sick leave that may be accrued.
- b. Any employee who retires from the County may donate sick leave to the sick leave bank, without complying with any donation limits.
- c. Non-represented employees may donate directly to an employee. Non-represented employees may only donate 80 hours per calendar year.

## **ARTICLE 15. VACATION LEAVE**

The County shall extend to the non-represented employee group the same Vacation Leave benefits as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Vacation Leave benefits for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

## **ARTICLE 16. FLEXIBLE LEAVE**

The County shall extend to the non-represented employee group the same Flexible Leave benefits as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Flexible Leave benefits for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

## **ARTICLE 17. HOLIDAYS**

- a. The County shall extend to the non-represented employee group the same Recognized Holidays as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Recognized Holidays for ICEA members shall automatically apply to the

non-represented group.

- b. Exempt non-represented employees (Attachment A) who work on a County Holiday shall not receive any additional pay, overtime, or compensatory time.

#### **ARTICLE 18. RETIREMENT PROVISIONS**

The County shall extend to the non-represented employee group the same Retirement Provisions as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Retirement Provisions for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

#### **ARTICLE 19. PERSONNEL RULES**

The Personnel Rules are hereby incorporated by reference.

In the event of a conflict between the Personnel Rules and Articles of this Resolution, this Resolution shall prevail.

#### **ARTICLE 20. EMPLOYEE ASSISTANCE PROGRAM**

The County will provide an Employee Assistance Program.

#### **ARTICLE 21. FLSA EXEMPT, AND REPRESENTED EMPLOYEES**

Attachment A lists those non-represented classifications, which are FLSA exempt.

Any employee working in an FLSA exempt classification shall receive twenty-four (24) hours of paid administrative leave. The administrative leave hours shall not accumulate and will be lost if not utilized during the fiscal year. The administrative leave shall have no cash value.

#### **ARTICLE 22. UNIFORMS**

The County shall provide the employees in the positions identified in the list below with an annual uniform allowance. The annual uniform allowance shall be administered in accordance with the provisions governing Annual Uniform Allowances as outlined in the ICEA Memorandum of Understanding (MOU).

In the event of any changes or enhancements to the provisions governing the Annual Uniform Allowance in the ICEA MOU, those changes shall automatically apply to the positions identified in the list below to maintain alignment, unless otherwise specified by the County.

**LIST:**

PUBLIC WORKS	
Building Associate Official	\$250.00
Building Technical Official	\$250.00
ADMINISTRATION	
Emergency Services Manager	\$250.00
SHERIFF	
Sheriff Administrative Assistant	\$150.00

The County shall provide the full-time Probation Manager with the same Uniform allowance as provided to members of the Inyo County Probation Peace Officers Association (ICPPOA). Any future changes or enhancements to Uniforms for ICPPOA members shall automatically apply to the Probation Manager on an equivalent basis, unless otherwise specified by the County.

**ARTICLE 23. SAFETY BOOTS/SHOES**

The County shall provide the employees in the positions identified in the list below with an annual Safety Boot/Shoe Allowance. The annual allowance shall be administered in accordance with the provisions governing Safety Boot / Shoe Allowance as outlined in the ICEA Memorandum of Understanding (MOU).

In the event of any changes or enhancements to the provisions governing the Safety Boot / Shoe Allowance in the ICEA MOU, those changes shall automatically apply to the positions identified in the list below to maintain alignment, unless otherwise specified by the County.

**LIST:**

PUBLIC WORKS	
Building Associate Official	\$200.00
Building Technical Official	\$200.00

**ARTICLE 24. PERFORMANCE EVALUATIONS**

The County shall extend to the non-represented employee group the same Performance Evaluation procedures and criteria as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Performance Evaluation processes for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

## **ARTICLE 25. DRUG-FREE WORKPLACE / DOT DRUG TESTING POLICY**

The County will enforce its Alcohol and Drug Abuse policy.

The County will enforce the Alcohol and Drug Policy pursuant to the Department of Transportation Regulations as amended in accordance with law.

## **ARTICLE 26. MATERNITY LEAVE OF ABSENCE**

Maternity leave is governed by Personnel Rule 10.2.

## **ARTICLE 27. EMPLOYEE TRAINING AND TUITION ASSISTANCE PROGRAM POLICY**

The County shall extend to the non-represented employee group the same Employee Training and Tuition Assistance benefits as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Employee Training and Tuition Assistance Program for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

## **ARTICLE 28. SMOKING**

There shall be no smoking, vaping, or chewing of tobacco in any County facility, or County vehicle. Smoking or vaping on County property shall only be allowed in designated smoking areas.

## **ARTICLE 29. MISTAKEN OVERPAYMENT**

In the event of an overpayment due to any mistake or inadvertence, the County shall apply the same process for the recovery of the overpayment to the non-represented employee group as is provided to members of the Inyo County Employees Association (ICEA). Any future changes or adjustments to the procedure for handling mistaken overpayments for ICEA members shall automatically apply to the non-represented group on an equivalent basis, unless otherwise specified by the County.

## **ARTICLE 30. LETTER OF REPRIMAND**

Any non-represented employee who receives a letter of reprimand shall be entitled to submit a written response thereto, which shall be placed in such employee's personnel file, along with the written reprimand. While the employee may discuss a reprimand with the Director of Personnel Services who shall have the authority to remove the letter, there shall be no right to grieve or appeal any reprimand, warning, or counseling nor shall there be any formal hearing or review concerning any reprimand, warning, or counseling.

### **ARTICLE 31. 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 Resolution, which restricts the County's ability to respond to these emergencies, shall be suspended for the duration of such emergency. After the emergency is declared over, the affected non-represented employees may meet with the County regarding the impact caused by the suspension of these provisions of this Resolution or any Personnel Rules and Policies.

### **ARTICLE 32. SEPARABILITY**

If any portion of this Resolution or application thereof to any person or circumstance shall be declared invalid by a court of competent jurisdiction, or if it is found in contravention of any federal or state statute or regulation, or any county ordinance, the remaining provisions of this Resolution, or the application thereof, shall not be invalidated thereby, and shall remain in full force and effect to the extent that the provisions of the Resolution are severable.

This Resolution shall be in full force and effect from now until amended or rescinded.

PASSED AND ADOPTED this 3<sup>rd</sup> day of December 2024 by the following vote of the Inyo County Board of Supervisors:

AYES:

NOES:

ABSTAIN:

ABSENT:

---

Matt Kingsley, Chairperson, Inyo County Board of Supervisors

Attest: Nate Greenberg  
Clerk of the Board

BY: \_\_\_\_\_  
Darcy Ellis, Assistant Clerk of the Board

## **ATTACHMENT A**

### **EXEMPT POSTIONS UNDER THE FAIR LABOR STANDARDS ACT FOR PURPOSES OF OVERTIME**

ASSISTANT CLERK TO THE BOARD/PUBLIC RELATIONS LIAISON  
BUILDING ASSOCIATE OFFICIAL  
BUILDING TECHNICAL OFFICIAL  
CLINICAL ADMINISTRATOR  
EMERGENCY SERVICES MANAGER  
ENGINEER SENIOR CIVIL  
LIBRARY DIRECTOR  
MANAGEMENT ANALYST  
MANAGEMENT ANALYST  
MANAGEMENT ANALYST  
MANAGEMENT ANALYST SENIOR  
MUSEUM ADMINISTRATOR  
PAYROLL MANAGER  
PROBATION MANAGER  
PROGRAM INTEGRITY QA MANAGER SENIOR  
ROAD SUPERINTENDENT

# ATTACHMENT B

Classification	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G
ADMIN OPERATIONS ANALYST	13	\$75,641.47	\$79,015.08	\$82,539.15	\$86,220.40	\$90,065.83	\$94,082.76	\$98,278.85
ADMINISTRATIVE ANALYST 01	10	\$65,341.94	\$68,256.20	\$71,300.42	\$74,480.42	\$77,802.25	\$81,272.23	\$84,896.97
ADMINISTRATIVE ANALYST 02	11	\$68,609.04	\$71,669.00	\$74,865.44	\$78,204.44	\$81,692.36	\$85,335.84	\$89,141.82
ADMINISTRATIVE ANALYST 03	12	\$72,039.49	\$75,252.46	\$78,608.71	\$82,114.66	\$85,776.98	\$89,602.63	\$93,598.91
ADMINISTRATIVE LGL ASST TO CC	11	\$68,609.04	\$71,669.00	\$74,865.44	\$78,204.44	\$81,692.36	\$85,335.84	\$89,141.82
ASST CK TO BOS PUB REL LIAISON	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45	\$108,912.56	\$113,770.06
BUDGET ANALYST	18	\$96,539.81	\$100,845.49	\$105,343.20	\$110,041.50	\$114,949.35	\$120,076.09	\$125,431.49
BUILDING ASSOCIATE OFFICIAL	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45	\$108,912.56	\$113,770.06
BUILDING TECHNICAL OFFICIAL	14	\$79,423.54	\$82,965.83	\$86,666.11	\$90,531.42	\$94,569.12	\$98,786.90	\$103,192.80
DA ADMINISTRATIVE ASSISTANT	11	\$68,609.04	\$71,669.00	\$74,865.44	\$78,204.44	\$81,692.36	\$85,335.84	\$89,141.82
EMERGENCY SERVICES MANAGER	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45	\$108,912.56	\$113,770.06
ENGINEER SENIOR CIVIL	18	\$96,539.81	\$100,845.49	\$105,343.20	\$110,041.50	\$114,949.35	\$120,076.09	\$125,431.49
HHS ADMINISTRATIVE ASSISTANT	11	\$68,609.04	\$71,669.00	\$74,865.44	\$78,204.44	\$81,692.36	\$85,335.84	\$89,141.82
LIBRARY DIRECTOR	17	\$91,942.68	\$96,043.32	\$100,326.85	\$104,801.43	\$109,475.57	\$114,358.19	\$119,458.56
MANAGEMENT ANALYST	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45	\$108,912.56	\$113,770.06
MANAGEMENT ANALYST SENIOR	18	\$96,539.81	\$100,845.49	\$105,343.20	\$110,041.50	\$114,949.35	\$120,076.09	\$125,431.49
MUSEUM ADMINISTRATOR	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45	\$108,912.56	\$113,770.06
OFFICE TECHNICIAN 01	4	\$48,759.17	\$50,933.82	\$53,205.47	\$55,578.44	\$58,057.23	\$60,646.59	\$63,351.43
OFFICE TECHNICIAN 02	6	\$53,756.98	\$56,154.54	\$58,659.03	\$61,275.23	\$64,008.10	\$66,862.86	\$69,844.95
OFFICE TECHNICIAN 03	8	\$59,267.07	\$61,910.38	\$64,671.58	\$67,555.94	\$70,568.93	\$73,716.31	\$77,004.05
PAYROLL ANALYST 01	10	\$65,341.94	\$68,256.20	\$71,300.42	\$74,480.42	\$77,802.25	\$81,272.23	\$84,896.97
PAYROLL ANALYST 02	11	\$68,609.04	\$71,669.00	\$74,865.44	\$78,204.44	\$81,692.36	\$85,335.84	\$89,141.82
PAYROLL ANALYST 03	12	\$72,039.49	\$75,252.46	\$78,608.71	\$82,114.66	\$85,776.98	\$89,602.63	\$93,598.91
PAYROLL MANAGER	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45	\$108,912.56	\$113,770.06
PERSONNEL ANALYST 01	10	\$65,341.94	\$68,256.20	\$71,300.42	\$74,480.42	\$77,802.25	\$81,272.23	\$84,896.97
PERSONNEL ANALYST 02	11	\$68,609.04	\$71,669.00	\$74,865.44	\$78,204.44	\$81,692.36	\$85,335.84	\$89,141.82
PERSONNEL ANALYST 03	12	\$72,039.49	\$75,252.46	\$78,608.71	\$82,114.66	\$85,776.98	\$89,602.63	\$93,598.91
PERSONNEL ANALYST SENIOR	14	\$79,423.54	\$82,965.83	\$86,666.11	\$90,531.42	\$94,569.12	\$98,786.90	\$103,192.80
PROBATION MANAGER	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45	\$108,912.56	\$113,770.06
PROG INTEGRITY QA MNGR	16	\$87,564.45	\$91,469.83	\$95,549.38	\$99,810.89	\$104,262.45	\$108,912.56	\$113,770.06
PROG INTEGRITY QA MNGR SENIOR	18	\$96,539.81	\$100,845.49	\$105,343.20	\$110,041.50	\$114,949.35	\$120,076.09	\$125,431.49
ROAD SUPERINTENDENT	14	\$79,423.54	\$82,965.83	\$86,666.11	\$90,531.42	\$94,569.12	\$98,786.90	\$103,192.80
SAFETY COORDINATOR	9	\$62,230.42	\$65,005.90	\$67,905.16	\$70,933.73	\$74,097.38	\$77,402.12	\$80,854.26
SHERIFF ADMINISTRATIVE ASST	11	\$68,609.04	\$71,669.00	\$74,865.44	\$78,204.44	\$81,692.36	\$85,335.84	\$89,141.82



# 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 3, 2024

Reference ID:  
2024-814

### Bonanza Peak Solar Presentation

#### Planning Department

NO ACTION REQUIRED

#### ITEM SUBMITTED BY

Cathreen Richards, Planning Director, Cynthia Draper, Assistant Planner

#### ITEM PRESENTED BY

Cathreen Richards, Planning Director, Cynthia Draper, Assistant Planner

#### RECOMMENDED ACTION:

Receive a presentation from Bonanza Peak Solar project applicant.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

Bonanza Peak Solar, LLC, has applied for a Renewable Energy Permit (REP) from Inyo County, CA to construct, own, operate, and maintain a utility scale solar photovoltaic (PV) energy generating facility inclusive of a battery energy storage system (BESS) on private lands. The requested term for the REP is 40 years.

The Project would be located in the Charleston View Solar Energy Development Area (SEDA) in Southeastern Inyo County, adjacent to the Nevada state line just north of the Old Spanish Trail Highway. The solar generation facility, including the PV arrays, BESS, substation, and other electrical equipment, would be within a 3,382-acre project area with a developed area of no greater than 2,400 acres, as dictated by the Inyo County Renewable Energy General Plan Amendment (REGPA Inyo County 2015). The Project has a planned net generating capacity of up to 500 megawatts (MW) alternating current. The solar generation facility will include a 459 MW/4-hour BESS energy storage system. An approximately 9-mile long 230 kilovolt (kV) generation tie-in line (gen-tie) would be located on land managed by the Bureau of Land Management (BLM) in Nye and Clark Counties, Nevada. The Project would connect to the existing Gridliance 230 kV transmission line at the Trout Canyon switch yard.

Representatives from Bonanza Peak Solar gave the Board a presentation on October 9th in Charleston View and there were several questions submitted by the Board that they were not prepared for. The representatives from Bonanza Peak Solar requested staff schedule a time at the Board meeting for an additional presentation and question and answer opportunities.

#### FISCAL IMPACT:

There is no fiscal impact associated with this item, though it is anticipated that this project will bring in revenue to the County if approved for construction, as well as potentially provide community benefit as part of a development agreement.

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

This is an informational item only.

**OTHER DEPARTMENT OR AGENCY INVOLVEMENT:**

None.

**STRATEGIC PLAN ALIGNMENT:**

**Thriving Communities** | Community Revitalization Through Effective Planning

**Thriving Communities** | Highest and Best use of Property

**Economic Enhancement** | Local Businesses, Organizations, and Workforce

**High Quality Services** | Public Safety and Emergency Response

**APPROVALS:**

Cathreen Richards	Created/Initiated - 11/4/2024
Darcy Ellis	Approved - 11/13/2024
Cathreen Richards	Approved - 11/13/2024
John Vallejo	Approved - 11/18/2024
Nate Greenberg	Final Approval - 11/25/2024

**ATTACHMENTS:**

1. Bonanza Peak Presentation

A close-up, high-angle photograph of solar panels, showing the grid lines and the reflective surface of the cells. The panels are arranged in rows and columns, with a diagonal line of panels running from the top left towards the center of the frame.

# **BONANZA PEAK SOLAR PROJECT**

**Inyo County Board of Supervisors Meeting**  
December 3, 2024

## About 174 Power Global

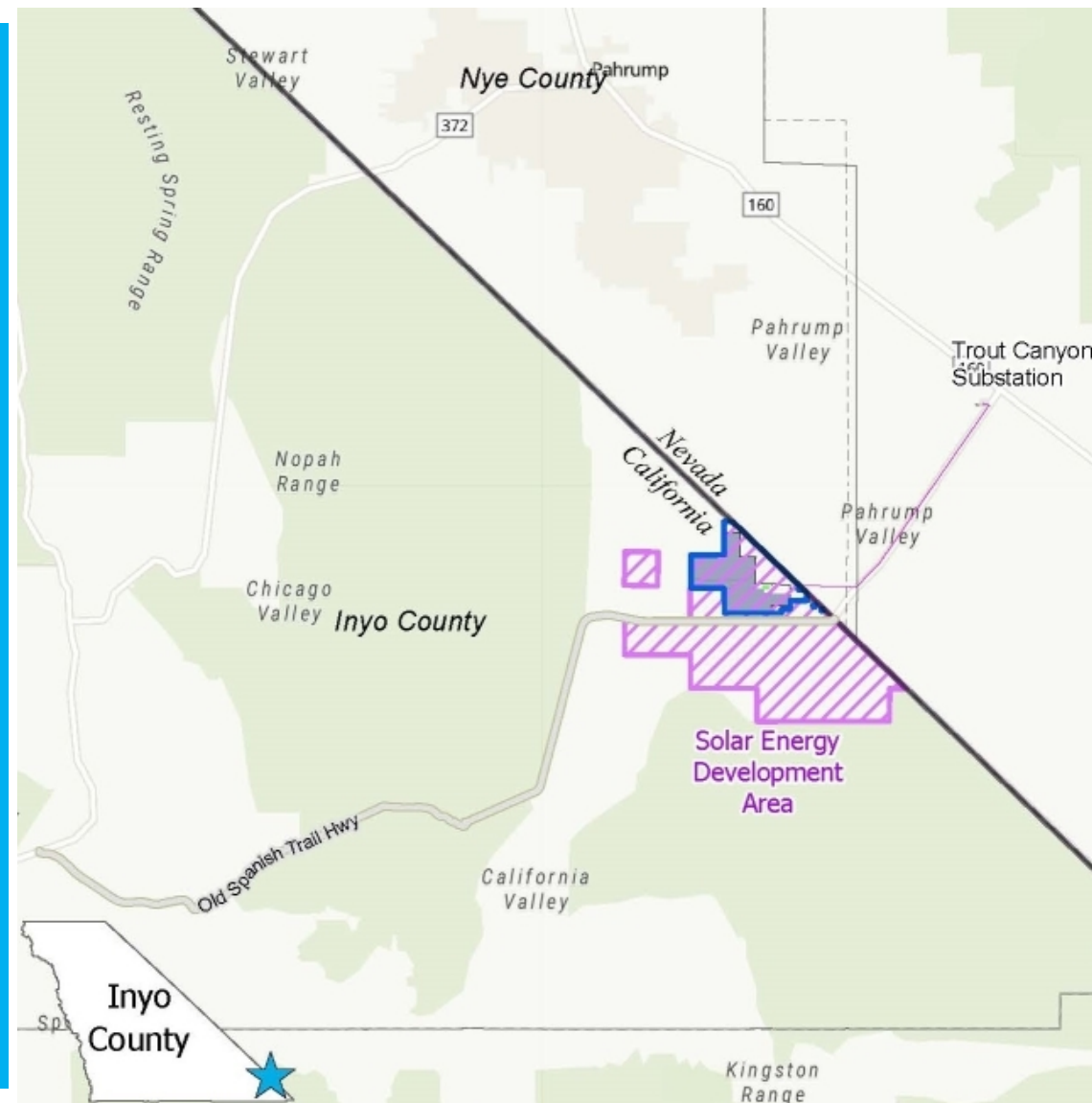
- Over 1.5 GW of projects in construction or operation
- 14 years of experience in North American utility-scale photovoltaic (PV) project development
- Portfolio totals 10,000 MW of solar PV projects and 10,000 MW-hours of battery energy storage (BESS) projects, including some of the largest projects in North America
- Headquartered in Irvine, California

Overall Project: up to 500 MW solar PV power with a BESS on up to 2,400 acres of privately-owned land in Inyo County's Charleston View Solar Energy Development Area (SEDA)

Point of Grid Interconnection: Trout Canyon switchyard in Nye County, Nevada via new transmission line on BLM land

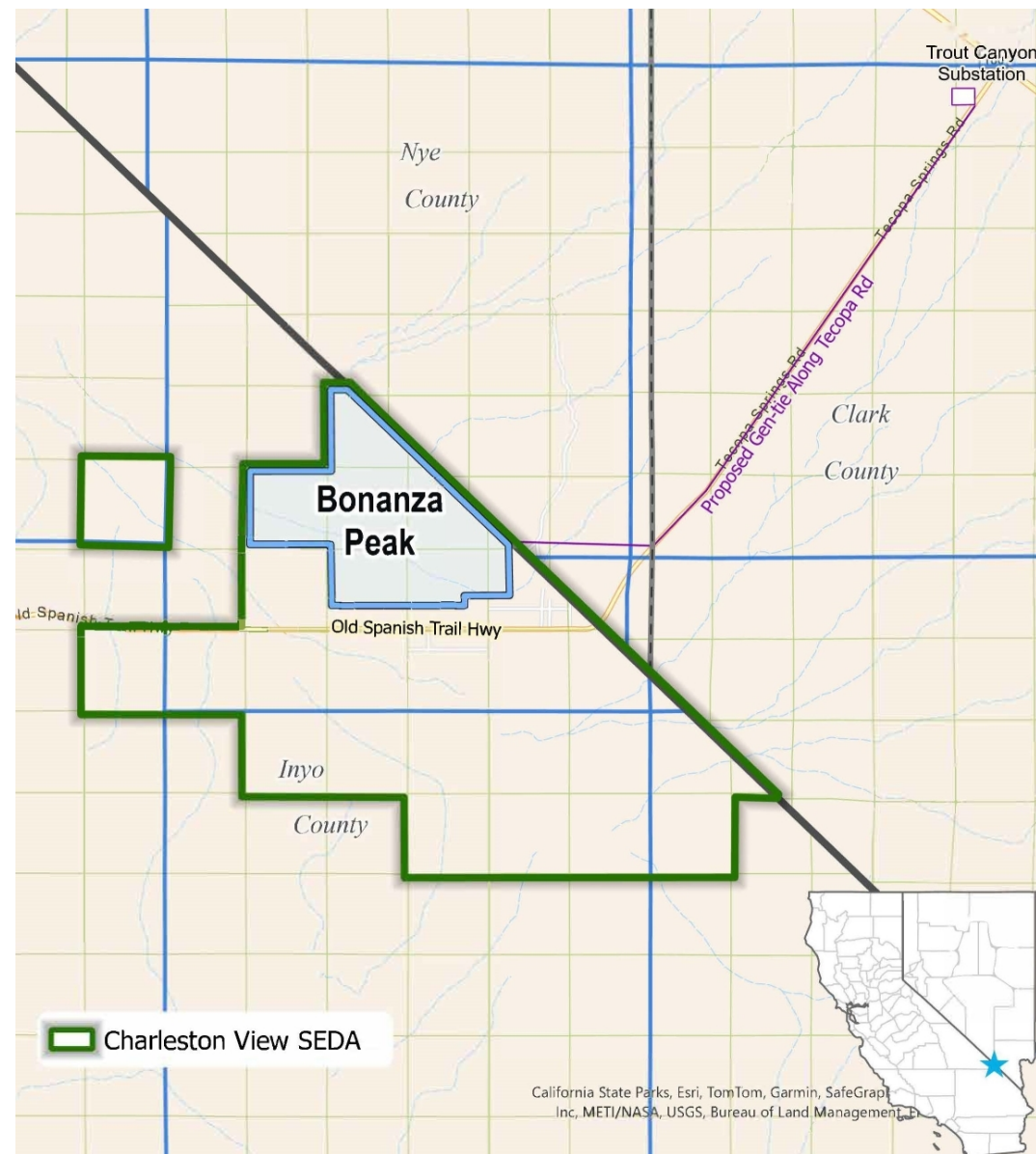
Access: Construction access from Nevada Route 160 to Tecopa Road and then a road that generally follows near the State line

Timeline: – County permit application submitted in July 2024. Followed by ~ 12 - 18 month CEQA analysis. Targeting Q2 of 2027 construction start and complete in approximately 18 months

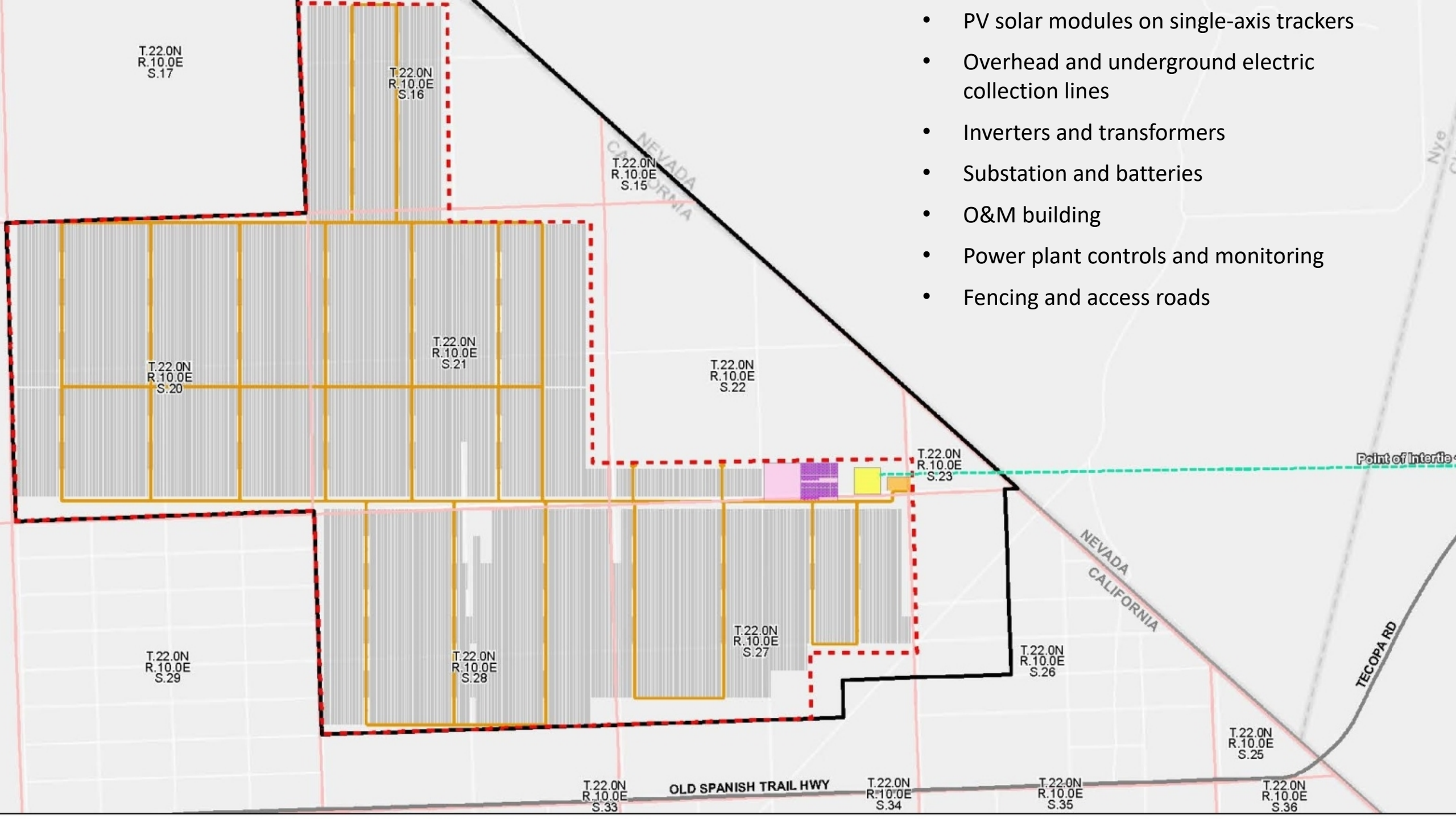


# Charleston View SEDA

- The Charleston View SEDA is an unincorporated area zoned for PV solar and specifically chosen by the County for this purpose
- Project will adhere to the SEDA's requirements to:
  - ✓ Develop no more than 2,400 acres of development and 500 MW of solar energy
  - ✓ Be water sustainable and replace water used from the aquifer (1:1 ratio) by purchasing and retiring equivalent water rights
  - ✓ Consider visual impacts from Old Spanish Trail Highway (closest arrays are ~1,300 feet away)
  - ✓ Avoid and protect the Old Spanish Trail historic feature
- The Bonanza Peak Project will utilize all of the available acres and MW in this SEDA in one location



## Bonanza Peak Solar Project



- PV solar modules on single-axis trackers
- Overhead and underground electric collection lines
- Inverters and transformers
- Substation and batteries
- O&M building
- Power plant controls and monitoring
- Fencing and access roads

## Project Considerations

- The County-led CEQA process will include environmental and social impact analysis will occur through the CEQA process
- The BLM-led National Environmental Policy Act (NEPA) will address impacts related to the transmission line from the project to the Trout Canyon substation
- Per the REGPA PEIR, the CEQA analysis will address project-specific economic effects in Inyo County
- Per the REGPA PEIR, the CEQA analysis will address transient housing impacts during construction to ensure there are no significant negative impacts to County public services

## Project Considerations

- The onsite BESS includes internal fire detection and suppression systems to minimize and contain the threat of fire
- Grading of the terrain will be limited, and likely to occur at the substation/BESS area and O&M building parking
- Panel washing is not contemplated; this will minimize water use during operations
- Ongoing Charleston View landowner and local stakeholder engagement

## Environmental Resources

- Project-specific visual resources analysis with simulations will be prepared
- Desert tortoise surveys conducted in 2020 and 2024; the site has lower quality habitat for tortoise than other areas in the vicinity
- Plant surveys will be conducted in the spring and fall 2025
- Archaeological investigation was conducted in 2011 and will be updated in Q1 2025 with a Class III Cultural Resources Inventory; the Old Spanish Trail historic feature is not located within or adjacent to the site
- PV solar uses very little water compared to most types of development. Water for construction and operations will come from on-site wells; per the requirements of the SEDA, water rights downstream of the wells will be retired to match that used for construction and operations
- Previous hydrologic study indicated there is adequate groundwater for the Project's construction and operational needs, and drawdown to the aquifer would not occur at either nearby private domestic wells or Stump Spring



**Thank you!**



# 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 3, 2024

Reference ID:  
2024-818

### Financial Support for Continuity of Emergency Medical Services

County Administrator

ACTION REQUIRED

#### ITEM SUBMITTED BY

Nate Greenberg, County Administrative Officer

#### ITEM PRESENTED BY

Nate Greenberg, County Administrative Officer

#### RECOMMENDED ACTION:

- A) Approve agreement between County of Inyo, City of Bishop, and Bishop Paiute Tribe for purpose of cost sharing of the financial support for continuity of 911 Emergency Medical Services in the Bishop Operating Area for the period between January 1, 2025 and June 30, 2025; and
- B) Approve staff recommendation for equity distribution of funds on a per-call to each of the other volunteer fire departments for the purpose of delivering 911 Emergency Medical Services in other areas of the County; and
- C) Amend the Fiscal Year 2024-2025 County Budget as follows: increase appropriation in the Emergency Services Budget #011404 as follows: Professional Services (5265) by \$127,014, Other Agency Contributions (5539) by \$82,000, and increase the revenue object code Other Agencies (4599) by \$56,424; and reduce the Contingencies - General Budget (087100), Contingencies Object Code (5901) by \$152,591 (4/5ths vote required).

#### BACKGROUND / SUMMARY / JUSTIFICATION:

Access to effective and reliable Emergency Medical Services (EMS) is a [Strategic Priority](#) in the 2024 Inyo County Strategic Plan, has been a topic of concern for many years, and relatively recent developments established EMS as a local matter of critical concern.

The majority of the County relies on volunteer Emergency Medical Technicians (EMTs), working under local fire departments, to deliver Basic Life Support (BLS) service. In the greater Bishop area, a private ambulance company has delivered these services for the last several decades, with Symons Ambulance providing Advanced Life Support (ALS) service since 1989 under an Exclusive Operating Area (EOA) contract.

On January 22, 2023, Inyo County and the Inland Counties Emergency Management Agency (ICEMA - who regulates EMS services throughout Inyo County) received a contract termination notice from Symons Ambulance indicating that they would be ending service in 90 days - April 22, 2023. Since that time, Inyo County and the City of Bishop have been working collaboratively to ensure the continuity of EMS service in the greater Bishop area.

Inyo County Department of Health & Human Services (HHS) released a Request for Proposals (RFP) for Interim 911 EMS Ambulance Service on March 10, 2023. After reviewing the two valid responses

received, on March 28, 2023, the County and City decided to award a contract to Coast 2 Coast Public Safety (C2CPS). After a brief period of performance, C2CPS exited the Bishop Operating Area, requiring the County to effectively restart the above-stated process to retain a new provider.

After a competitive RFP process, Cal-Ore Life Flight LLC (DBA REACH/Sierra Life Flight) was selected as the new provider and a contract was entered into on July 23, 2023. In support of this service, Inyo County, the Bishop Paiute Tribe, and City of Bishop jointly agreed to share the cost of the \$21,196 per month subsidy for this service, which has been operating successfully since that time.

The County, Tribe, and City all recognize this agreement as an interim step, effectively providing a bridge of time during which the agencies could work collectively to develop and release a RFP to reestablish the Exclusive Operating Area (EOA) as a long term solution. In parallel, the County has been working with Emergency Systems Consulting Inc. to study and provide recommendations to stabilize and improve EMS countywide. Unfortunately, more time is needed to effectuate either endeavor, which this agenda item intends to support.

It is worth noting that the County and City have been working collaboratively over the last year to further study the market and operating conditions in order to inform and create an effective EOA RFP. While the parties considered implementing an Alliance Model of contracting (with the City of Bishop serving as the responsible agency), the parties ultimately decided to work in partnership on the RFP process. It is anticipated that this process may be concluded near the end of the 2024-2025 Fiscal Year, though certain elements are out of the agency's control and depend on engagement from the State Emergency Medical Services Agency.

In addition to the work to support the Bishop Operating area, the Inyo County Board of Supervisors recognize the value of providing an equitable contribution of funds to the volunteer fire departments ("districts") who also deliver 911 EMS. On October 23, 2023, the Board allocated \$150,000 to this cause and directed staff to disperse \$25,000 to each district. While this dollar amount was not based on any data or methodology, it did appear to be an equitable amount when taking into account call volume relative to the dollar investment. With this logic in mind, it is suggested that this amount would generally cover operations for the 2023-2024 Fiscal Year.

In an effort to maintain an ongoing equitable level of support for these services, County Administration worked from proposals made by Chief Damon Carrington and former Chief Chelsea Benbrook to determine a fair contribution methodology for each district for the 2024-2025 fiscal year. Based on the review of data, County Administration is recommending an allocation of \$125 per call. The EMS Cost Distribution document attached to this agenda item shows the methodology for arriving at this per-call dollar amount and suggests a budget to cover costs for the 2024-2025 fiscal year.

Volunteer departments (with the exception of Bishop), may remit an invoice on a quarterly basis to the County with backup data showing the number of calls and basic statistics to receive their disbursement. By this methodology, each district currently providing EMS service will be provided at least \$5,000 of contribution for the 2024-2025 fiscal year. If a given district does not receive enough calls to equal or exceed \$5,000, the district may remit an invoice for the difference in the amount at the end of the fiscal year.

#### **FISCAL IMPACT:**

<b>Funding Source</b>	General Fund	<b>Budget Unit</b>	011404 and 087100
<b>Budgeted?</b>	No	<b>Object Code</b>	Various
<b>Recurrence</b>	One-Time Expenditure	<b>Sole Source?</b>	Yes

**If Sole Source, provide justification below**

#### **Current Fiscal Year Impact**

This item approves spending of up to \$207,014 to a combination of Sierra Life Flight and volunteer fire departments. Of this amount, \$127,014 is associated with the Bishop Operating Area subsidy with Sierra Life Flight. The County's share of this is \$70,590, which will be matched with an additional \$56,242 received as revenue from the City of Bishop and Bishop Paiute Tribe. The remainder of the amount is comprised of \$82,000 in support of volunteer departments, bringing the County's total obligation to up to \$152,591 for the remainder of the 2024-2025 Fiscal Year, which is the amount being requested from general fund contingencies.

#### **Future Fiscal Year Impacts**

Unknown at this time

#### **Additional Information**

#### **ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:**

Several alternatives exist for this item, which are broken out by Recommendation:

A) The Board could choose not to approve the Cost Sharing Agreement, or suggest modifications to it. This is not recommended as the agreement is an amendment to the existing and previously negotiated agreement without any changes to terms (other than dates). Without this agreement, Inyo County would not receive any revenue to offset the cost of the REACH subsidy during the period of this agreement. Further, any changes to this agreement would require secondary approvals by the other governing bodies, for which there may not be adequate time to obtain.

B) The Board could choose not to support the volunteer fire department subsidy request, or suggest modifications to it. Staff supports the implementation of this program for the purpose of equity with our volunteer departments, and these funds can provide additional opportunities for the volunteer districts running EMS calls.

C) The Board could choose not to support this budget amendment or make additional modifications to it. This is not recommended as this action is needed to cover the funding necessary for Actions A & B, both of which are critical to ensuring access to 911 Emergency Medical Services in our communities.

#### **OTHER DEPARTMENT OR AGENCY INVOLVEMENT:**

None.

#### **STRATEGIC PLAN ALIGNMENT:**

**High Quality Services** | Public Safety and Emergency Response

#### **APPROVALS:**

Nate Greenberg	Created/Initiated - 11/24/2024
Darcy Ellis	Approved - 11/25/2024
Denelle Carrington	Approved - 11/26/2024
John Vallejo	Approved - 11/26/2024
Amy Shepherd	Approved - 11/27/2024
Keri Oney	Approved - 11/27/2024
Nate Greenberg	Final Approval - 11/27/2024

#### **ATTACHMENTS:**

1. EMS Cost Sharing and Disbursement Concepts
2. Cost Share Agreement - 1st Amendment - 6-30-25 Extension-11-4-24

## ESTIMATED BUDGETARY FIGURES FOR EMS SUBSIDY

Remainder of 2024-2025 Fiscal Year (Jan. 1, 2025 - June 30, 2025)

Figure 1: Agency Contribution Breakdown for Bishop Operating Area Subsidy

Entity	Population Total	Population %	1 Year Cost	1 Month Cost	1/1/25 - 6/30/25
City of Bishop	3831	0.29592152	\$ 75,172.35	\$ 6,264.36	\$ 37,586.18
Bishop Paiute Reservation	1920	0.148308358	\$ 37,674.48	\$ 3,139.54	\$ 18,837.24
County of Inyo	7195	0.555770122	\$ 141,181.17	\$ 11,765.10	\$ 70,590.59
<b>TOTAL</b>	<b>12946</b>		<b>\$ 254,028.00</b>	<b>\$ 21,169.00</b>	<b>\$ 127,014.00</b>

Figure 2: Dollars per Call Determinations for Bishop Operating Area (based on monthly average)

Time Period	Provider	Total Calls	Calls Per Mo	Calls per Day	Monthly Contribution	Per Call Amount
Apr 23 - Jul 23	Coast to Coast	407	102	4.5	\$ 11,765.10	\$115.63
July 23 - Sept 23	REACH	255	85	3.8	\$ 11,765.10	\$138.41
August 23 - August 24	REACH	1014	85	3.8	\$ 11,765.10	\$139.23
2024	REACH	1352	113	5.1	\$ 11,765.10	\$104.42
<b>AVERAGE</b>		<b>3028</b>	<b>96</b>	<b>4.3</b>	<b>\$ 11,765.10</b>	<b>\$122.58</b>

Figure 3: Estimated Allocation per Volunteer District based on Call Numbers (+ 10% inflation for budget purposes)

Fire District	Approx Calls	Cost Per Call	Total	10% Margin	Cost Per Call	Budgeted Amount
Big Pine	187	\$125	\$23,375.00	206	\$125	\$25,712.50
Independence	74	\$125	\$9,250.00	81	\$125	\$10,175.00
Lone Pine	222	\$125	\$27,750.00	244	\$125	\$30,525.00
Olancho	77	\$125	\$9,625.00	85	\$125	\$10,587.50
Southern Inyo	32	\$125	\$4,000.00	35	\$125	\$5,000.00
<b>TOTALS</b>	<b>592</b>	<b>\$125</b>	<b>\$74,000.00</b>	<b>651</b>	<b>\$125</b>	<b>\$82,000.00</b>

**AMENDMENT NUMBER 1 TO  
AGREEMENT BETWEEN THE COUNTY OF INYO  
THE BISHOP PAIUTE TRIBE, AND CITY OF BISHOP  
FOR THE PROVISION OF EMERGENCY MEDICAL SERVICES COST SHARING**

WHEREAS, the County of Inyo (hereinafter referred to as "County") the Bishop Paiute Tribe, and City of Bishop (hereinafter referred to as "Parties"), have entered into an Agreement for the Provision of Emergency Medical Services Cost Sharing dated November 7, 2023, on County of Inyo Standard Contract No. \_\_\_\_\_, for the term from July 1, 2023 to December 31, 2024.

WHEREAS, County and Contractor do desire and consent to amend such Agreement as set forth below;

WHEREAS, such Agreement provides that it may be modified, amended, changed, added to, or subtracted from, by the mutual consent of the parties thereto, if such amendment or change is in written form, and executed with the same formalities as such Agreement, and attached to the original Agreement to maintain continuity.

County and Contractor hereby amend such Agreement as follows:

1. Paragraph 2.d shall be added to the Agreement as follows:

**"d. Shared Costs Beginning 01/01/2025.** The County of Inyo will incur additional EMS services costs for the greater Bishop, CA beginning January 1, 2025, for a maximum amount of one hundred twenty-seven thousand and fourteen dollars (\$127,014), through June 30, 2025.

- i. County of Inyo. The County shall contribute a maximum of seventy thousand five hundred ninety dollars (\$70,590) to EMS services from January 1, 2025, through June 30, 2025, toward the cost of the EMS Agreement.
- ii. City of Bishop. The City shall contribute a maximum of thirty-seven thousand five hundred eighty-six dollars (\$37,586) toward the cost the EMS Agreement.
- iii. Bishop Paiute Tribe. The Tribe shall contribute a maximum of eighteen thousand eight hundred and thirty-seven dollars (\$18,837) toward the cost of the EMS Agreement.

**COST SHARING METHODOLOGY**

Entity	Population Total	Population %	Thru. 12/31/24	1/1/25 - 6/30/25
City of Bishop	3,831	29.59%	\$ 102,151	\$ 37,586
Bishop Paiute Reservation	1,920	14.83%	\$ 51,196	\$ 18,837
County of Inyo	7,195	55.58%	\$ 191,850	\$ 70,590
<b>Total</b>	<b>12,946</b>		<b>\$ 345,197</b>	<b>\$ 127,014</b>

”

2. Paragraph 3.b of the Agreement shall be amended by adding the following sentence to the end of the paragraph:

“Should the cost of EMS Services provided for in the first amendment to the agreement, including the cost of the EMS Agreement, ultimately be less than the anticipated \$127,014, due to a later entry into the EMS Agreement, an early termination of the EMS Agreement, or otherwise, the cost share of each Party to this Agreement shall be reduced proportionately.”

All other terms and conditions of the Agreement shall remain in full force and effect.

IN WITNESS THEREOF, THE PARTIES HERETO HAVE SET THEIR HANDS AND SEALS THIS  
5<sup>th</sup> DAY OF November, 2024

**COUNTY OF INYO**

By: \_\_\_\_\_

Dated: \_\_\_\_\_

**BISHOP PAIUTE TRIBE**

By: Joseph Byrd  
Joseph Byrd (Nov 15, 2024 09:36 PST)

Signature

**Joseph Byrd**

Type or Print

Dated: **11/15/2024**

**CITY OF BISHOP**

By: Deston Dishion  
Deston Dishion (Nov 15, 2024 08:13 PST)

Signature

**Deston Dishion**

Type or Print

Dated: **11/15/2024**

APPROVED AS TO FORM AND LEGALITY:

John-Carl Vallejo  
John-Carl Vallejo (Nov 13, 2024 16:44 PST)

County Counsel



# 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 3, 2024

Reference ID:  
2024-892

### Ordinance Modifying County Code Related to the Enforcement of the California Building Code

#### County Counsel

ACTION REQUIRED

#### ITEM SUBMITTED BY

Cathreen Richards, Planning Director, Michael  
Errante, Public Works Director

#### ITEM PRESENTED BY

Grace Weitz

#### RECOMMENDED ACTION:

Waive further reading of the proposed ordinance titled, "An Ordinance of the Board of Supervisors of the County of Inyo, State of California, Modifying Section 14.08.090 of the Inyo County Code Related to the Enforcement of the California Building Code," and schedule enactment for December 10, 2024 in the Board of Supervisors Chambers, County Administrative Center, Independence.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

In mid-2020, your Board adopted an ordinance modifying Title 14 of the County Code, related to building standards. Subsequently, in 2022, your Board adopted an ordinance that made significant changes to the Title 22 code compliance process in Inyo County. Around that same time, the County also hired a dedicated Code Compliance Inspector. Since the hiring of the Code Compliance Inspector and the overhaul of Title 22, the Building Inspector and Code Compliance Inspector have worked together to combine Building Code violations and public nuisance code violations into one enforcement notice. This is more efficient for County staff and preferable for property owners, as it provides them with a single reference point and a single point of contact for all violations on their property.

However, Title 14 and Title 22 contain different enforcement procedures that come into play when a property does not voluntarily comply with notices and/or wishes to dispute the County's assessment that there are violations on their property (compare Inyo County Code section 14.08.090 and section 22.12.040). These different enforcement procedures are at odds with the County's efforts to create a single point of contact and a single procedure for a property owner to remedy all violations on their property -- whether they be Building Code violations or other violations.

Therefore, staff is requesting that your Board modify section 14.08.090 of the County Code to state that the enforcement of Building Code violation notices will proceed under the same framework as code enforcement violation notices. This will create a true "one track" system for both property owners and county staff.

#### FISCAL IMPACT:

There is no fiscal impact associated with this item.

**ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:**

Your Board could decline to schedule the ordinance for enactment or direct staff to modify the current draft.

**OTHER DEPARTMENT OR AGENCY INVOLVEMENT:**

Building. Planning-Code Compliance.

**STRATEGIC PLAN ALIGNMENT:**

**High Quality Services** | High-Quality County Government Services

**APPROVALS:**

Grace Chuchla	Created/Initiated - 11/18/2024
Darcy Ellis	Approved - 11/20/2024
Grace Chuchla	Approved - 11/20/2024
John Vallejo	Approved - 11/20/2024
Amy Shepherd	Approved - 11/20/2024
Michael Errante	Approved - 11/25/2024
Cathreen Richards	Approved - 11/25/2024
Nate Greenberg	Final Approval - 11/26/2024

**ATTACHMENTS:**

1. Proposed Ordinance Modifying Section 14.08.090

**ORDINANCE NO. \_\_\_\_\_**

**AN ORDINANCE OF THE BOARD OF SUPERVISORS  
OF THE COUNTY OF INYO, STATE OF CALIFORNIA,  
MODIFYING SECTION 14.08.090 OF THE INYO COUNTY CODE  
RELATED TO THE ENFORCEMENT OF THE CALIFORNIA BUILDING CODE**

The Board of Supervisors of Inyo County ordains as follows:

**SECTION ONE. PURPOSE.**

The purpose of this Ordinance is to modify section 14.08.090 of the Inyo County Code related to the enforcement of the California Building Code to bring building code enforcement procedures in line with general code enforcement procedures in Inyo County.

**SECTION TWO. AUTHORITY.**

This Ordinance is adopted pursuant to Section 1.8.3 of the California Building Code, which authorizes the County to enforce the California Building Code, and California Health and Safety Code Sections 17958 and 17958.5, which authorize the County to adopt and enforce building and safety standards.

**SECTION THREE. MODIFICATION OF SECTION 14.08.090.**

Section 14.08.090 of the Inyo County Code is hereby amended to read as follows:

**Section 14.08.090 – Enforcement of Title**

The building official may enforce this title via the process set forth in Section 22.12.040 of the Inyo County Code. Any individual who believes that he or she has been aggrieved by an order or final determination made by the building official relative to the application and interpretation of this title must challenge that order or determination via the process set forth in Section 22.12.040 of the Inyo County Code.

**SECTION FOUR. SEVERABILITY.**

If any section, subsection, sentence, clause, or phrase of this Ordinance is for any reason held to be invalid or unconstitutional by a decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this Ordinance. The Board hereby declares that it would have passed this Ordinance and each and every section, subsection, sentence, clause, or phrase not declared invalid or unconstitutional without regard to whether any portion of this Ordinance would be subsequently declared invalid or unconstitutional.

**SECTION FIVE. CEQA COMPLIANCE.**

This ordinance is not subject to the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15060(c)(2) (the activity will not result in a direct or reasonably

foreseeable indirect physical change in the environment) and Section 15060(c)(3) (the activity is not a project as defined in Section 15378 of the CEQA Guidelines, because it has no potential for resulting in physical change to the environment, directly or indirectly.)

**SECTION SIX. EFFECTIVE DATE.**

This ordinance shall take effect and be in full force and effect thirty (30) days after its adoption. Before the expiration of fifteen (15) days from the adoption hereof, this ordinance shall be published as required by Government Code Section 25124. The Clerk of the Board is hereby instructed and ordered to so publish this ordinance together with the names of the Board members voting for or against the same.

**PASSED AND ADOPTED** this \_\_\_\_\_ day of December, 2024 by the following vote:

AYES: \_\_\_\_\_  
NOES: \_\_\_\_\_  
ABSTAIN: \_\_\_\_\_  
ABSENT: \_\_\_\_\_

\_\_\_\_\_  
MATT KINGSLEY, Chairperson  
Inyo County Board of Supervisors

ATTEST: Nate Greenberg  
Clerk of the Board

By: \_\_\_\_\_  
Darcy Ellis  
Assistant Clerk of the Board



# 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 3, 2024

Reference ID:  
2024-887

### Budget Amendment for County Counsel County Counsel ACTION REQUIRED

#### ITEM SUBMITTED BY

John Vallejo, County Counsel

#### ITEM PRESENTED BY

John Vallejo, County Counsel

#### RECOMMENDED ACTION:

Amend the Fiscal Year 2024-2025 County Counsel Budget (010700) as follows (4/5ths vote required): increase estimated revenue in Other Agencies (4599) by \$30,000; and increase appropriation in Professional Services (5265) by \$30,000.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

A contract with the Law Office of John Beiers was initiated through County Counsel in order to provide additional services to the Great Basin Unified Air Pollution Control District (GBUAPCD) for a personnel matter.

This Budget Amendment is required so that the revenue reimbursement and initial expenditure are actually included in the County Counsel Budget. GBUAPCD is reimbursing 100% of these expenditures, so there is no impact to the General Fund.

#### FISCAL IMPACT:

Funding Source	General Fund	Budget Unit	010700
Budgeted?	Yes - with this budget amendment	Object Code	5265
Recurrence	One-Time Expenditure	Sole Source?	N/A

If Sole Source, provide justification below

#### Current Fiscal Year Impact

There is no impact this fiscal year, as GBUAPCD is reimbursing 100% of the expense.

#### Future Fiscal Year Impacts

N/A

#### Additional Information

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Your Board could choose not to approve this budget amendment. This is not advised as there would be no ability to pay the vendor for services provided.

**OTHER DEPARTMENT OR AGENCY INVOLVEMENT:**

CAO, Auditor-Controller

**STRATEGIC PLAN ALIGNMENT:**

Not Applicable

**APPROVALS:**

Denelle Carrington	Created/Initiated - 11/15/2024
Darcy Ellis	Approved - 11/15/2024
Denelle Carrington	Approved - 11/15/2024
John Vallejo	Approved - 11/18/2024
Keri Oney	Approved - 11/18/2024
Amy Shepherd	Approved - 11/18/2024
Nate Greenberg	Final Approval - 11/25/2024

**ATTACHMENTS:**



# 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 3, 2024

Reference ID:  
2024-889

### Budget Amendment from Contingencies for County Counsel

#### County Counsel

ACTION REQUIRED

#### ITEM SUBMITTED BY

John Vallejo, County Counsel

#### ITEM PRESENTED BY

John Vallejo, County Counsel

#### RECOMMENDED ACTION:

- A) Amend the Fiscal Year 2024-2025 County Counsel Budget (010700) as follows: increase appropriation in Professional Services (5265) by \$40,000 (*4/5ths vote required*); and  
B) Amend the Fiscal Year 2024-2025 Contingencies Budget (087100) as follows: decrease appropriation in Contingencies (5901) by \$40,000 (*4/5ths vote required*).

#### BACKGROUND / SUMMARY / JUSTIFICATION:

This Budget Amendment is needed in order to facilitate a contract for pending litigation. Contingencies are needed as there is insufficient budget in the current fiscal year in the County Counsel Budget.

#### FISCAL IMPACT:

<b>Funding Source</b>	General Fund	<b>Budget Unit</b>	010700 087100
<b>Budgeted?</b>	No	<b>Object Code</b>	5265 and 5901
<b>Recurrence</b>	One-Time Expenditure	<b>Sole Source?</b>	No

If Sole Source, provide justification below

#### Current Fiscal Year Impact

\$40,000 for the current year

#### Future Fiscal Year Impacts

N/A

#### Additional Information

**ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:**

Your Board could choose not to approve this budget amendment. This is not recommended as there would be no way to initiate and pay for the contract for the solar pattern and practice lawsuit.

**OTHER DEPARTMENT OR AGENCY INVOLVEMENT:**

CAO, Auditor-Controller

**STRATEGIC PLAN ALIGNMENT:**

Not Applicable

**APPROVALS:**

Denelle Carrington	Created/Initiated - 11/15/2024
Darcy Ellis	Approved - 11/15/2024
Denelle Carrington	Approved - 11/15/2024
John Vallejo	Approved - 11/18/2024
Amy Shepherd	Approved - 11/18/2024
Nate Greenberg	Final Approval - 11/26/2024

**ATTACHMENTS:**



# 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 3, 2024

Reference ID:  
2024-816

### Treasury Status Report for the Quarter Ending September 30, 2024

**Treasurer-Tax Collector**

NO ACTION REQUIRED

#### ITEM SUBMITTED BY

Moana Chapman, Deputy Treasurer-Tax Collector

#### ITEM PRESENTED BY

Alisha McMurtrie, Treasurer

#### RECOMMENDED ACTION:

Review the Treasury Status Report for the Quarter Ending September 30, 2024, and direct any questions to the County Treasurer.

#### BACKGROUND / SUMMARY / JUSTIFICATION:

The report is provided pursuant to the provisions of Section 53646(b) of the Government Code. The primary purpose of the report is to disclose the following:

- the investments and deposits of the treasury;
- the cost basis and market value of the investments;
- compliance with the County Investment Policy;
- the weighted average of the investments; and
- the projected ability of the treasury to meet the expected expenditure requirements of the treasury's pooled participants for the next six months.

#### FISCAL IMPACT:

There is no fiscal impact associated with this item.

#### ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

N/A

#### OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

Pursuant to Section 53646(g) of the Government Code, copies of this report, while no longer mandated, will continue to be provided to the members of the Treasury Oversight Committee.

#### STRATEGIC PLAN ALIGNMENT:

Not Applicable

**APPROVALS:**

Moana Chapman	Created/Initiated - 10/11/2024
Darcy Ellis	Approved - 10/11/2024
Moana Chapman	Approved - 11/4/2024
Alisha McMurtrie	Final Approval - 11/5/2024

**ATTACHMENTS:**

1. 09-30-2024 Treasury Status Report

COUNTY OF INYO  
TREASURER-TAX COLLECTOR  
168 NORTH EDWARDS STREET  
POST OFFICE DRAWER O  
INDEPENDENCE, CA 93526-0614  
(760) 878-0312 • (760) 878-0311 FAX  
[inyottc@inyocounty.us](mailto:inyottc@inyocounty.us)



ALISHA McMURTRIE  
TREASURER-TAX COLLECTOR  
[amcmurtrie@inyocounty.us](mailto:amcmurtrie@inyocounty.us)

TO: Honorable Members of the Inyo County Board of Supervisors  
FROM: Alisha McMurtrie, Treasurer-Tax Collector  
SUBJECT: Report of the Status of the Inyo County Treasury as of: September 30, 2024  
DATE: October 28, 2024

The following status report of the County Treasury as of 09-30-2024 is provided pursuant to the provisions of Section 53646(b) of the Government Code.

The attached copy of the "Treasurer's Daily Reconciliation" provides a breakdown of the dollar amount of the Treasury assets by depository for monetary assets and by issuer for securities.

The attached copy of the custody statement from TRACKER, a Division of C2, LLC reflects, among other things, the following information regarding each security held: issuer, maturity date; CUSIP number; face amount; cost basis; and market value (calculated by Merrill Lynch).

The weighted average maturity of the investments of the Treasury was 533 days.

The latest PARS/OPEB and PARS/PEB investment statements are attached for reference.

It is anticipated that the County Treasury will be able to meet the liquidity requirements of its pooled participants for the next six months.

The investment portfolio is in compliance with the Inyo County Treasury Investment Policy.

NOTES: Regarding Inyo County's monetary assets held outside the County Treasury:

- Various Inyo County Departments and treasury pool participants maintain and administer bank checking accounts outside the County Treasury.
- Inyo County's PARS relationship for our OPEB investment began in June 2010. To date: the PARS balance as of: 09/30/2024 was \$12,077,160.81 (Principal: \$11,914,928.78 plus Contributions: \$00.00 plus Interest: \$167,419.75 less Fees: \$-5,187.68).

C: Members of the Inyo County Treasury Oversight Committee

TREASURER'S DAILY RECONCILIATION For the Business Day of: 9/30/2024			
AUDITOR BALANCES:			
Beginning "Claim on Cash in Treasury"	\$229,659,482.03		
Deposit Authorizations	\$1,666,384.59		
Checks Paid on: 9/27/2024	(\$107,468.63)	BMO HARRIS BANK	
Journal Entry:	\$0.00		
Outgoing Debits:	(\$4,695,124.89)	09-30-2024 SEE ATTACHED EXHIBIT "A" FOR OUTGOING DEBIT DETAILS	
Ending "Claim on Cash in Treasury"	\$226,523,273.10		
TREASURER BALANCES:			
<b>CASH ON HAND:</b>			
Drawer	\$6.05		
Vault	\$9,127.00		
<b>CHECKS ON HAND:</b>			
Date:			
Date:			
Date:			
Date:			
Date:			
<b>BANK ACCOUNTS:</b>			
BMO DDA #0407 - General Account	\$2,513,497.76		
Eastern Sierra CB #6463 - General Account	\$4,643,937.30		
Eastern Sierra CB #9764	\$1,000.00		
El Dorado Savings Bank #2107	\$31,734.87		
<b>INVESTMENTS:</b>			
Local Agency Investment Fund	\$ 25,000,000.00	Agency Limit	50,000,000
BMO Money Market	\$ 3,716,005.45	1.64%	of 5.00%
UBS Money Market	\$ 5,000,000.00	2.21%	of 5.00%
CDs	\$ 4,214,000.00	1.86%	of 30.00%
Commercial Paper	\$ 9,617,718.06	4.25%	of 15.00%
Corporate Obligation	\$ -	0.00%	of 30.00%
Federal Agencies	\$ 161,180,080.00	71.15%	of 100.00%
Federal Agencies-Treasury Notes/Bonds	\$ -	0.00%	of 100.00%
Local Agencies	\$ 29,179.63	0.01%	of 10.00%
Grand TTL Investments	\$208,756,983.14		
<b>NOTES</b>			
Maturities > 1 Year	\$ 102,180,795.27	45.11%	of 60.00%
<b>GRAND TOTAL TREASURY BALANCE:</b>			
	\$215,956,286.12		
RECONCILIATION			
Treasury Over/Short:	(\$10,566,986.98)		
Explanation:	(\$11,452.61)	09-30-24 REMOTE DEPOSIT IN TRANSIT	
	\$271,130.11	09-30-24 ICQE: CALSTERS	
	\$505,909.98	09-30-24 ICQE: CALSTERS	
	\$141,020.23	09-30-24 ICQE: PERS- CLASSIC 1949	
	\$264,422.37	09-30-24 ICQE: PERS- PEPRA 28029	
	\$2,518,860.55	09-30-24 ICQE: PAYROLL	
	\$451,541.03	09-30-24 ICQE: FEDERAL TAXES	
	\$93,950.75	09-30-24 ICQE: STATE TAXES	
	\$2,447.82	09-30-24 AUD PY: PERS- PIONEER CD- CLASSIC 969	
	\$603.56	09-30-24 AUD PY: PERS- PIONEER CD- PEPRA 27459	
	\$65,493.58	09-30-24 ICQE: LAEC FEDERAL TAXES	
	\$5,739.91	09-30-24 ICQE: COLLEGE BRIDGE	
	\$8,098.68	09-30-24 ICQE: THE EDUCATION CORPS	
	\$2,019.46	09-30-24 ICQE: COLLEGE BRIDGE	
	\$2,635.74	09-30-24 ICQE: THE EDUCATION CORPS	
	\$96,662.64	09-30-24 ICQE: YOUTHBUILD CHARTER	
	\$26,113.13	09-30-24 ICQE: YOUTHBUILD CHARTER	
	\$129.50	09-30-24 EL DORADO 2107: THE DEPOSIT WAS NOT PROCESSED DUE TO AN OVERSIGHT; THEREFORE, IT WILL BE PROCESSED ON 10-01-24.	
	\$6,939.59	09-30-24 ICQE: YOUTHBUILD CHARTER	
	(\$5,000,000.00)	09-30-24 CUSIP #3130AQD59- MATURED	
	(\$10,000,000.00)	09-30-24 BMO 0407: WITHDRAWAL   LAIF DP - CONF# 1720387	
	(\$19,253.00)	09-20-24 VAULT DEPOSIT IN TRANSIT	
	(\$10,566,986.98)		

EXHIBIT "A"	
OUTGOING DEBIT DETAILS	
Aud PY - Big Pine CD	(\$850.91)
Aud PY - Independence CD	(\$831.78)
Aud PY - Pioneer CD	(\$5,183.61)
Aud PY - Lone Pine CSD	(\$2,092.50)
Aud PY - Big Pine FPD	(\$55,297.30)
Aud PY - Mt. Whitney CD	(\$634.74)
Aud PY - Olancho CSD	(\$1,841.90)
Aud PY - Lone Pine FPD	(\$12,333.95)
Aud PY - So Inyo FPD	(\$303.42)
Aud PY - Big Pine CSD	(\$295.94)
Aud PY - Independence FPD	(\$287.78)
Aud PY - Sierra Highlands CSD	(\$1,250.00)
Aud PY - Payroll, Special Dist.	(\$134,273.76)
Aud PY - Sierra Highlands CSD	(\$89.49)
Aud PY - Independence FPD	(\$30.00)
Aud PY - Big Pine CD	(\$51.71)
Aud PY - Big Pine FPD	(\$12,661.85)
Aud PY - Pioneer CD	(\$697.60)
Aud PY - Lone Pine CSD	(\$281.98)
Aud PY - Mt. Whitney CD	(\$15.78)
Aud PY - Olancho CSD	(\$25.97)
Aud PY - Lone Pine FPD	(\$2,184.21)
Aud PY - Big Pine CSD	(\$19.58)
ICOE - CALSTRS	(\$271,130.11)
ICOE - CALSTRS	(\$505,909.98)
ICOE PY - PERS	(\$141,020.23)
ICOE PY - PERS	(\$264,422.37)
ICOE PY - PAYROLL	(\$2,518,860.55)
ICOE PY - Federal Taxes	(\$451,541.03)
ICOE PY - State Taxes	(\$93,950.75)
Aud PY - Pioneer PERS	(\$2,447.82)
Aud PY - Pioneer PERS	(\$603.56)
ICOE PY - LAEC Federal Taxes	(\$65,493.58)
ICOE PY - CBA State Taxes	(\$5,739.91)
ICOE PY - TEC State Taxes	(\$8,098.68)
ICOE PY - CBA State Taxes	(\$2,019.46)
ICOE PY - TEC State Taxes	(\$2,635.74)
ICOE PY - YTHBLD Federal Taxes	(\$96,662.64)
ICOE PY - YTHBLD State Taxes	(\$26,113.13)
ICOE PY - YTHBLD State Taxes	(\$6,939.59)
<b>TOTAL</b>	<b>(\$4,695,124.89)</b>

TREASURER'S DAILY RECONCILIATION  
For the Business Day of

10/1/2024

Prepared and attached by: Shawn Patton

Inyo County  
Portfolio Holdings  
Compliance Report | by Investment Policy  
Report Format: By Transaction  
Group By: Asset Category  
Average By: Face Amount / Shares  
Portfolio / Report Group: All Portfolios  
As of 9/30/2024

Description	CUSIP	Settlement Date	YTM	Face Amount	Cost Value	Market Value	Maturity Date	Days To Maturity
<b>Certificate of Deposit - 30 %</b>								
1ST FINANCIAL BANK USA 0.45 8/19/2025	32022RNT0	8/19/2020	0.450	248,000.00	248,000.00	240,235.12	8/19/2025	323
CAPITAL ONE BANK USA NA 1.1 11/17/2026	14042TDW4	11/17/2021	1.100	248,000.00	248,000.00	234,513.76	11/17/2026	778
CAPITAL ONE NA 1.1 11/17/2026	14042RQB0	11/17/2021	1.100	248,000.00	248,000.00	234,513.76	11/17/2026	778
CELTIC BANK 1.85 11/27/2024	15118RTC1	11/27/2019	1.850	248,000.00	248,000.00	246,893.92	11/27/2024	58
CENTERSTATE BANK 1.25 4/30/2025	15201QDE4	4/30/2020	1.250	250,000.00	250,000.00	245,527.50	4/30/2025	212
EAST BOSTON SAVINGS BANK 0.45 8/12/2025	27113PDP3	8/12/2020	0.450	248,000.00	248,000.00	240,334.32	8/12/2025	316
FIRST CAROLINA BANK 0.45 8/20/2025	31944MBB0	8/20/2020	0.450	248,000.00	248,000.00	240,217.76	8/20/2025	324
FLAGSTAR BANK 1.15 4/29/2025	33847E3D7	4/29/2020	1.150	245,000.00	245,000.00	240,496.90	4/29/2025	211
GOLDMAN SACHS BANK USA 1.1 11/17/2026	38149MK51	11/17/2021	1.100	248,000.00	248,000.00	234,513.76	11/17/2026	778
LIVE OAK BANKING COMPANY 1.85 11/27/2024	538036GU2	11/27/2019	1.850	248,000.00	248,000.00	246,893.92	11/27/2024	58
LUANA SAVINGS BANK 0.6 5/8/2025	549104PQ4	5/8/2020	0.600	245,000.00	245,000.00	239,526.70	5/8/2025	220
MORGAN STANLEY PRIVATE BANK NA 1.9 11/20/2024	61760A3B3	11/27/2019	1.900	248,000.00	248,000.00	246,980.72	11/20/2024	51
NORTHEAST COMMUNITY BANK 0.45 8/20/2025	664122AF5	8/20/2020	0.450	248,000.00	248,000.00	240,217.76	8/20/2025	324
PACIFIC WETERN BANK 1.25 4/30/2025	69506YRL5	4/30/2020	1.250	250,000.00	250,000.00	245,527.50	4/30/2025	212
SOMERSET TRUST CO 1 3/19/2025	835104BZ2	3/19/2020	1.000	248,000.00	248,000.00	243,997.28	3/19/2025	170
UBS BANK NA 1.1 11/17/2026	90348JW97	11/17/2021	1.100	248,000.00	248,000.00	234,464.16	11/17/2026	778
VIRIVA FCU 1.85 11/27/2024	92823NAA9	11/27/2019	1.850	248,000.00	248,000.00	246,893.92	11/27/2024	58
Sub Total / Average Certificate of Deposit - 30 %			1.112	4,214,000.00	4,214,000.00	4,101,748.76		332
<b>Commercial Paper - 15 %</b>								
MUFG BANK LTD 0 12/20/2024	62479LML6	3/28/2024	5.300	5,000,000.00	4,810,875.00	5,000,000.00	12/20/2024	81
NATIXIS NY 0 3/24/2025	63873JQQ6	6/28/2024	5.378	5,000,000.00	4,806,843.06	5,000,000.00	3/24/2025	175
Sub Total / Average Commercial Paper - 15 %			5.339	10,000,000.00	9,617,718.06	10,000,000.00		128
<b>Federal Agencies - 100 %</b>								
FFCB 0.44 11/4/2024-21	3133EMFP2	11/4/2020	0.440	3,000,000.00	3,000,000.00	2,987,970.00	11/4/2024	35
FFCB 0.47 1/27/2025-21	3133EMER9	10/27/2020	0.470	3,000,000.00	3,000,000.00	2,959,020.00	1/27/2025	119
FFCB 0.52 10/21/2025-21	3133EMDZ2	10/21/2020	0.520	3,000,000.00	3,000,000.00	2,889,420.00	10/21/2025	386
FFCB 0.53 10/22/2025-21	3133EMEC2	10/22/2020	0.530	3,000,000.00	3,000,000.00	2,900,850.00	10/22/2025	387
FFCB 0.53 8/12/2025-22	3133EL3P7	8/12/2020	0.530	4,000,000.00	4,000,000.00	3,881,440.00	8/12/2025	316
FFCB 0.55 9/16/2025-21	3133EL7K4	9/16/2020	0.550	5,000,000.00	5,000,000.00	4,836,400.00	9/16/2025	351
FFCB 3.875 4/26/2027	3133EPGT6	4/26/2023	3.875	2,000,000.00	2,000,000.00	2,013,020.00	4/26/2027	938

Description	CUSIP	Settlement Date	YTM	Face Amount	Cost Value	Market Value	Maturity Date	Days To Maturity
FFCB 4.5 8/14/2026	3133EPSW6	8/14/2023	4.500	3,000,000.00	3,000,000.00	3,047,130.00	8/14/2026	683
FFCB 4.625 10/23/2028	3133ERCF6	4/25/2024	4.672	5,000,000.00	4,990,500.00	5,196,250.00	10/23/2028	1,484
FFCB 4.875 10/1/2024	3133EPV77	1/12/2024	4.875	5,000,000.00	5,000,000.00	5,000,000.00	10/1/2024	1
FFCB 5.39 7/23/2029-25	3133ERLU3	8/1/2024	5.390	5,000,000.00	5,000,000.00	5,007,800.00	7/23/2029	1,757
FHLB 0.52 1/28/2025-22	3130ANEJ5	7/28/2021	0.520	5,000,000.00	5,000,000.00	4,928,700.00	1/28/2025	120
FHLB 0.7 3/16/2026-22	3130ALEP5	3/16/2021	0.700	5,000,000.00	5,000,000.00	4,776,850.00	3/16/2026	532
FHLB 0.75 1/29/2025-21	3130ALY65	4/29/2021	0.750	2,000,000.00	2,000,000.00	1,972,740.00	1/29/2025	121
FHLB 0.75 6/30/2025-21	3130AMX31	6/30/2021	0.750	3,000,000.00	3,000,000.00	2,919,900.00	6/30/2025	273
FHLB 1 12/30/2024-22	3130AQFN8	12/30/2021	1.000	3,000,000.00	3,000,000.00	2,974,500.00	12/30/2024	91
FHLB 1 12/30/2024-22	3130AQ4Z3	12/30/2021	1.000	3,000,000.00	3,000,000.00	2,972,760.00	12/30/2024	91
FHLB 1 6/30/2026-21	3130AMT28	6/30/2021	1.000	4,000,000.00	4,000,000.00	3,811,400.00	6/30/2026	638
FHLB 1.2 12/22/2025-22	3130AQ5D1	12/22/2021	1.200	4,000,000.00	4,000,000.00	3,869,200.00	12/22/2025	448
FHLB 1.2 4/28/2026-21	3130ALXP4	4/28/2021	1.200	2,000,000.00	2,000,000.00	1,920,680.00	4/28/2026	575
FHLB 1.55 12/22/2026-22	3130AQ5C3	12/22/2021	1.550	3,000,000.00	3,000,000.00	2,858,550.00	12/22/2026	813
FHLB 4.375 6/9/2028	3130AWMN7	8/14/2023	4.260	2,000,000.00	2,009,920.00	2,052,740.00	6/9/2028	1,348
FHLB 4.5 3/9/2029	3130AVBD3	4/25/2024	4.680	5,000,000.00	4,960,900.00	5,183,000.00	3/9/2029	1,621
FHLB 5 7/28/2026-23	3130AUMR2	1/30/2023	5.000	3,000,000.00	3,000,000.00	2,998,470.00	7/28/2026	666
FHLB 5.1 4/24/2028-24	3134GYQ54	4/24/2023	5.100	5,000,000.00	5,000,000.00	5,000,900.00	4/24/2028	1,302
FHLB 5.38 7/24/2028-25	3130B0ZF9	4/24/2024	5.380	5,000,000.00	5,000,000.00	5,031,950.00	7/24/2028	1,393
FHLB Step 6/16/2026-21	3130AMR46	6/16/2021	8.316	3,000,000.00	3,000,000.00	2,884,530.00	6/16/2026	624
FHLMC 0.6 11/12/2025-21	3134GXBM5	11/17/2020	0.600	3,000,000.00	3,000,000.00	2,890,320.00	11/12/2025	408
FHLMC 0.6 9/30/2025-21	3134GWTG1	9/30/2020	0.600	5,000,000.00	5,000,000.00	4,847,800.00	9/30/2025	365
FHLMC 0.62 12/1/2025-21	3134GXDM3	12/1/2020	0.620	4,000,000.00	4,000,000.00	3,858,280.00	12/1/2025	427
FHLMC 0.625 8/19/2025-21	3134GWQN9	8/19/2020	0.625	3,000,000.00	3,000,000.00	2,905,740.00	8/19/2025	323
FHLMC 0.625 9/23/2025-20	3134GWP75	9/23/2020	0.625	5,000,000.00	5,000,000.00	4,827,100.00	9/23/2025	358
FHLMC 4.125 8/6/2029-25	3134HACR2	8/8/2024	4.373	5,340,000.00	5,281,260.00	5,332,844.40	8/6/2029	1,771
FHLMC 4.125 8/6/2029-25	3134HACR2	8/9/2024	4.407	5,000,000.00	4,937,500.00	4,993,300.00	8/6/2029	1,771
FHLMC 5 1/8/2027-25	3134H1NK5	1/10/2024	5.000	5,000,000.00	5,000,000.00	5,007,250.00	1/8/2027	830
FHLMC 5.05 1/28/2028-23	3134GYF64	1/30/2023	5.050	4,000,000.00	4,000,000.00	3,997,600.00	1/28/2028	1,215
FNMA 0.55 11/4/2025-22	3135GA2N0	11/4/2020	0.550	5,000,000.00	5,000,000.00	4,830,250.00	11/4/2025	400
FNMA 0.56 8/21/2025-23	3136G4N74	8/21/2020	0.560	3,000,000.00	3,000,000.00	2,903,520.00	8/21/2025	325
FNMA 0.58 10/28/2025-22	3135GA2A8	11/17/2020	0.580	3,000,000.00	3,000,000.00	2,900,820.00	10/28/2025	393
FNMA 0.625 7/21/2025-22	3136G4ZJ5	7/21/2020	0.625	4,000,000.00	4,000,000.00	3,884,840.00	7/21/2025	294
FNMA 0.7 7/21/2025-21	3136G4ZG1	7/21/2020	0.700	4,000,000.00	4,000,000.00	3,887,400.00	7/21/2025	294
FNMA 5.2 1/10/2028-24	3135GALJ8	1/10/2024	5.200	5,000,000.00	5,000,000.00	5,000,900.00	1/10/2028	1,197
Sub Total / Average Federal Agencies - 100 %			2.498	161,340,000.00	161,180,080.00	158,944,134.40		708
<b>Local Agency Investment Fund - \$ 50M</b>								
LAIF LGIP	LAIF4000	9/30/2018	4.575	35,000,000.00	35,000,000.00	35,000,000.00	N/A	1
Sub Total / Average LAIF - \$ 50M			4.575	35,000,000.00	35,000,000.00	35,000,000.00		1
<b>Money Market BMO - 5%</b>								
BMO HARRIS BANKMM	BMOMM0670	5/23/2023	3.290	3,726,867.15	3,726,867.15	3,726,867.15	N/A	1
Sub Total / Average Money Market BMO - 5%			3.290	3,726,867.15	3,726,867.15	3,726,867.15		1

Description	CUSIP	Settlement Date	YTM	Face Amount	Cost Value	Market Value	Maturity Date	Days To Maturity
<b>Money Market UBS - 5 %</b>								
UBS Financial MM	UBSMM9591	6/30/2018	5.020	5,000,000.00	5,000,000.00	5,000,000.00	N/A	1
Sub Total / Average Money Market UBS - 5 %			5.020	5,000,000.00	5,000,000.00	5,000,000.00		1
Total / Average			3.003	219,280,867.15	218,738,665.21	216,772,750.31		533

COUNTY OF INYO  
PARS OPEB Trust Program

Account Report for the Period  
9/1/2024 to 9/30/2024

Nathan Greenberg  
County Administrative Officer  
County of Inyo  
P.O. Drawer N  
Independence, CA 93526

Account Summary							
Source	Beginning Balance as of 9/1/2024	Contributions	Earnings	Expenses	Distributions	Transfers	Ending Balance as of 9/30/2024
OPEB	\$1,191.56	\$0.00	\$10.41	\$38.98	\$0.00	-\$1,191.56	-\$28.57
Totals	\$1,191.56	\$0.00	\$10.41	\$38.98	\$0.00	-\$1,191.56	-\$28.57

Investment Selection	
Source	
OPEB	Moderate - Strategic Blend

Investment Objective	
Source	
OPEB	The dual goals of the Moderate Strategy are growth of principal and income. It is expected that dividend and interest income will comprise a significant portion of total return, although growth through capital appreciation is equally important. The portfolio will be allocated between equity and fixed income investments.

Investment Return							
Source	1-Month	3-Months	1-Year	Annualized Return			Plan's Inception Date
				3-Years	5-Years	10-Years	
OPEB							

Information as provided by US Bank, Trustee for PARS; Not FDIC Insured; No Bank Guarantee; May Lose Value  
Past performance does not guarantee future results. Performance returns may not reflect the deduction of applicable fees, which could reduce returns. Information is deemed reliable but may be subject to change.  
Investment Return: Annualized rate of return is the return on an investment over a period other than one year multiplied or divided to give a comparable one-year return.  
Account balances are inclusive of Trust Administration, Trustee and Investment Management fees

COUNTY OF INYO  
PARS Post-Employment Benefits Trust

Account Report for the Period  
9/1/2024 to 9/30/2024

Nathan Greenberg  
County Administrative Officer  
County of Inyo  
P.O. Box Drawer N  
Independence, CA 93526

Account Summary

Source	Balance as of 9/1/2024	Contributions	Earnings	Expenses	Distributions	Transfers	Balance as of 9/30/2024
OPEB	\$11,913,737.22	\$0.00	\$167,409.34	\$5,148.74	\$0.00	\$1,191.56	\$12,077,189.38
Totals	\$11,913,737.22	\$0.00	\$167,409.34	\$5,148.74	\$0.00	\$1,191.56	\$12,077,189.38

Investment Selection

Source
OPEB County of Inyo - OPEB

Investment Objective

Source
OPEB Individual account based on Moderate - Strategic Blend. The dual goals of the Moderate Strategy are growth of principal and income. It is expected that dividend and interest income will comprise a significant portion of total return, although growth through capital appreciation is equally important. The portfolio will be allocated between equity and fixed income investments.

Investment Return

Source	1-Month	3-Months	1-Year	Annualized Return			Plan's Inception Date
				3-Years	5-Years	10-Years	
OPEB	1.41%	5.55%	21.03%	3.61%	6.85%	6.35%	6/16/2010

Information as provided by US Bank, Trustee for PARS: Not FDIC Insured: No Bank Guarantee: May Lose Value

Past performance does not guarantee future results. Performance returns may not reflect the deduction of applicable fees, which could reduce returns. Information is deemed reliable but may be subject to change.  
Investment Return: Annualized rate of return is the return on an investment over a period other than one year multiplied or divided to give a comparable one-year return.  
Account balances are inclusive of Trust Administration, Trustee and Investment Management fees