

In the Rooms of the Board of Supervisors

County of Inyo, State of California

I, HEREBY CERTIFY, that at a regular meeting of the Board of Supervisors of the County of Inyo, State of California, held in their rooms at the County Administrative Center in Independence on the 13th day of May 2025 an order was duly made and entered as follows:

*CAO-Personnel –
ICDSA Side Letter*

Moved by Supervisor Roeser and seconded by Supervisor Wadelton to ratify and approve the side letter between the County of Inyo and the Inyo County Deputy Sheriffs Association. Motion carried unanimously.

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|---|
| Routing |
| |
| CC Purchasing Personnel Auditor CAO Other: Personnel DATE: May 14, 2025 |

WITNESS my hand and the seal of said Board this 13th
Day of May, 2025



NATHAN GREENBERG
Clerk of the Board of Supervisors

A handwritten signature in blue ink, appearing to read "Nathan Greenberg", is written over a horizontal line.

By: _____



INYO COUNTY BOARD OF SUPERVISORS

TRINA ORRILL • JEFF GRIFFITHS • SCOTT MARCELLIN • JENNIFER ROESER • WILL WADELTON

NATE GREENBERG
COUNTY ADMINISTRATIVE OFFICER

DARCY ISRAEL
ASST. CLERK OF THE BOARD



AGENDA ITEM REQUEST FORM

May 13, 2025

Reference ID:
2025-275

Side Letter with Inyo County Deputy Sheriffs Association (ICDSA)

County Administrator - Personnel

ACTION REQUIRED

ITEM SUBMITTED BY

Nate Greenberg, County Administrative Officer, Keri Keri Oney, Assistant Personnel Director
Oney, Assistant Personnel Director

ITEM PRESENTED BY

RECOMMENDED ACTION:

Ratify and approve the side letter between the County of Inyo and the Inyo County Deputy Sheriffs Association.

BACKGROUND / SUMMARY / JUSTIFICATION:

The County has entered into an agreement with AirMedCare Network to provide emergency air ambulance services for employees. Under the terms of the census-based business plan, the County is required to purchase coverage slots for all employees at once, with a uniform annual renewal date.

As a result of these plan requirements, this benefit has been extended to all members of the Inyo County Deputy Sheriffs Association (ICDSA). To formally document this benefit prior to the conclusion of ongoing negotiations, approval of the attached side letter is necessary.

The side letter seeks ratification to align with the effective dates of the County's agreement with AirMedCare Network:

- March 1, 2025, for emergent air ambulance services, and
- April 1, 2025, for the optional, employee-paid services, which include *Fly-U-Home* and *International* coverage.

FISCAL IMPACT:

| | | | |
|-----------------------|---------------------|---------------------|---------------|
| Funding Source | General Fund | Budget Unit | 022710/022910 |
| Budgeted? | No | Object Code | 5043 |
| Recurrence | Ongoing Expenditure | Sole Source? | N/A |

If Sole Source, provide justification below

Current Fiscal Year Impact

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|--|
| Up to \$1,925 for the period between March 1, 2025, to June 30, 2025 |
| Future Fiscal Year Impacts |
| Up to \$1,925 for each fiscal year moving forward. |
| Additional Information |

ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Your Board could choose not to approve this side letter and direct staff to negotiate this benefit during the normal Memorandum of Agreement negotiations cycle. However, this is not recommended as it could disrupt the existing contract and affect the benefit already extended and negotiated with employees and bargaining units.

OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

None.

STRATEGIC PLAN ALIGNMENT:

High Quality Services - Quality County Employees

APPROVALS:

| | |
|--------------------|-------------------------------|
| Keri Oney | Created/Initiated - 4/23/2025 |
| Darcy Israel | Approved - 4/24/2025 |
| Denelle Carrington | Approved - 4/28/2025 |
| John Vallejo | Approved - 4/28/2025 |
| Amy Shepherd | Approved - 4/28/2025 |
| Nate Greenberg | Final Approval - 5/5/2025 |

ATTACHMENTS:

1. DSA Side Letter - AirMedCare Network

SIDE LETTER AGREEMENT BETWEEN
COUNTY OF INYO
AND
INYO COUNTY DEPUTY SHERIFF'S ASSOCIATION

This Side Letter is an addendum to the existing Memorandum of Understanding (MOU) between the County of Inyo and Inyo County Deputy Sheriff's Association (ICDSA), effective July 1, 2022.

Recitals:

WHEREAS, the County and the Employee Association/Union engaged in good faith negotiations concerning Air Ambulance service provided through AirMedCare Network under SECTION 4. OTHER BENEFITS, Article 1 – Insurance; and

WHEREAS, the parties have reached an agreement regarding the County paying for emergent air ambulance service through AirMedCare Network and offering payroll deduction for the optional service of non-emergent Fly-U-Home and International air ambulance services, necessitating the addition of subsection (G) to SECTION 4. OTHER BENEFITS, Article 1 – Insurance.

Agreement:

The parties hereby agree to the following terms:

Addition of sub-section (G) to SECTION 4. OTHER BENEFITS, Article 1 – Insurance:

(G) 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.

This Side Letter shall amend SECTION 4. OTHER BENEFITS, Article 1 - Insurance by adding section (G) to the existing MOU and will be implemented beginning March 1, 2025, for the emergent services and April 1, 2025, for the payroll deduction option for non-emergent Fly-U-Home of International services. The amendment shall survive the expiration of the existing MOU until, if ever, it is amended or modified in current or future MOU negotiations.

Signatures:

County of Inyo



Scott Marcellin, Chairperson 05/13/2025
Date

ICDSA



Tiffany Moran, ICDSA Representative Date