

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 19th day of August 2025 an order was duly made and entered as follows:

*CAO-Personnel –
PPOA Side Letter* Moved by Supervisor Wadelton and seconded by Supervisor Roeser to approve the Side Letter between the Inyo County Probation Peace Officer Association and the County of Inyo, effective August 28, 2025. Motion carried unanimously.

<i>Routing</i>
CC Purchasing Personnel Auditor CAO Other: Personnel DATE: August 21, 2025

WITNESS my hand and the seal of said Board this 19th
Day of August, 2025



NATHAN GREENBERG
Clerk of the Board of Supervisors

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

August 19, 2025

Reference ID:
2025-533

Side Letter with Inyo County Probation Peace Officer Association and the County of Inyo County Administrator - Personnel ACTION REQUIRED

ITEM SUBMITTED BY

Keri Oney, Assistant Personnel Director

ITEM PRESENTED BY

Keri Oney, Assistant Personnel Director

RECOMMENDED ACTION:

Approve the Side Letter between the Inyo County Probation Peace Officer Association and the County of Inyo, effective August 28, 2025.

BACKGROUND / SUMMARY / JUSTIFICATION:

The proposed side letter to the existing Memorandum of Understanding (MOU) with the Inyo County Probation Peace Officers Association (ICPPOA) revises the existing bilingual pay provision to make it clear that all members of the bargaining unit—not just Probation Officers—are eligible to receive bilingual pay when performing qualifying duties.

The side letter also removes the cap on the number of employees who may receive this pay, ensuring consistency with the provisions in place for all other bargaining units. These changes reinforce the County's commitment to equitable compensation and recognize the value of bilingual skills used in the course and scope of assigned job duties.

FISCAL IMPACT:

Funding Source	General Fund	Budget Unit	023000 and 023001
Budgeted?	Yes	Object Code	5001
Recurrence	Ongoing Expenditure	Sole Source?	N/A

If Sole Source, provide justification below

Current Fiscal Year Impact

The cost will fluctuate based on how many employees are qualified to receive the bi-lingual status. The costs are covered within current fiscal year budget.

Future Fiscal Year Impacts

The cost will fluctuate based on how many employees are qualified to receive the bi-lingual status.

Additional Information

ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Your Board could choose not to approve the Side Letter. This is not recommended, as the language in the current Memorandum of Understanding requires clarification. Further, the department has employees who utilize their bilingual skills to assist the clients of the department, and are not able to be compensated for this skill.

OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

None.

STRATEGIC PLAN ALIGNMENT:

High Quality Services | Quality County Employees

High Quality Services | High-Quality County Government Services

APPROVALS:

Keri Oney	Created/Initiated - 08/05/2025
Darcy Israel	Approved - 08/05/2025
Denelle Carrington	Approved - 08/08/2025
John Vallejo	Approved - 08/12/2025
Amy Shepherd	Approved - 08/12/2025
Nate Greenberg	Final Approval - 08/12/2025

ATTACHMENTS:

1. Side Letter - ARTICLE 29 Special Assignment Pay - Bilingual

SIDE LETTER AGREEMENT BETWEEN
COUNTY OF INYO
AND
INYO COUNTY PROBATION PEACE OFFICERS ASSOCIATION

This Side Letter is an addendum to the existing, Memorandum of Understanding (MOU) between the County of Inyo and Inyo County Probation Peace Officers Association (ICPPOA), effective April 1, 2025.

Recitals:

WHEREAS, the County and the Employee Association/Union have engaged in good faith negotiations concerning bilingual pay under ARTICLE 29. SPECIAL ASSIGNMENT PAY (c); and

WHEREAS, the parties have reached an agreement regarding deleting the limit of members eligible for bilingual services compensation and including Rehabilitation Specialists and Probation Services Coordinator as eligible members, necessitating an amendment to ARTICLE 29. SPECIAL ASSIGNMENT PAY (c).

Agreement:

The parties hereby agree to the following terms:

1. Amendment to ARTICLE 29. SPECIAL ASSIGNMENT PAY (c):

- c. Any represented member who successfully demonstrates 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, the Department Head 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.

This Side Letter shall amend ARTICLE 29. SPECIAL ASSIGNMENT PAY (c) of the existing MOU and will be implemented beginning on the pay period of August 28, 2025. The amendment shall remain in effect for the duration of the current MOU.

Signatures:

County of Inyo



Scott Marcellin, Chairperson

08/19/2025

Date

ICPPOA



Lisa Vetter (Aug 7, 2025 07:54:12 PDT)

Signature

08/07/2025

Date