SIDE LETTER AGREEMENT BETWEEN COUNTY OF INYO AND INYO COUNTY EMPLOYEE ASSOCIATION

This Side Letter is an addendum to the existing Memorandum of Understanding (MOU) between the County of Inyo and Inyo County Employee Association (ICEA), effective July 1, 2024.

Recitals:

WHEREAS, the County and the Employee Association/Union have engaged in good faith negotiations concerning Annual Uniform Allowance and Safety Boots/Shoe Allowance under ARTICLE 28 – UNIFORMS & SAFETY BOOTS/SHOE ALLOWANCE, necessitating an amendment to ARTICLE 28 – UNIFORMS & SAFETY BOOTS/SHOE ALLOWANCE as outlined below and detailed in the updated lists.

Agreement:

The parties hereby agree to the following terms:

1. **Amendment to** ARTICLE 28 – UNIFORMS & SAFETY BOOTS/SHOE ALLOWANCE – Annual Uniform Allowance "LIST":

Adding the following classification under PUBLIC WORKS:

Building & Maintenance Superintendent - \$250.00 Groundskeeper - \$250.00 Solid Waste Maintenance Worker - \$250.00

Deleting the following classifications under PUBLIC WORKS:

Building & Maintenance Water Supervisor - \$250.00

Adding the following classification under SHERIFF'S OFFICE:

Animal Services Manager - \$800.00 Civil Process Analyst - \$150.00

Deleting the following classification under SHERIFF'S OFFICE:

Animal Control Supervisor - \$800.00 Civil Officer - \$150.00

LIST:

AGRICULTURAL C	OMMISSIONER	
AG Biologist Weights/Measures Inspector/Senior	\$250.00	
AG Cannabis Inspector	\$250.00	
AG Biologist Supervisor	\$250.00	
ASSESS	OR	
Appraiser	\$150.00	
Auditor Appraiser	\$150.00	
Assessment Analyst/Senior	\$150.00	

ENVIRONME	NTAL HEALTH	
Environmental Health REHS	\$250.00	
Environmental Health Trainee	\$250.00	
Hazard Materials Manager/Senior	\$250.00	
HEALTH AND L	IUMAN SERVICES	
Nurse PHN Case Manager	\$225.00	
Nurse Prin Case Manager 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	
	NNING \$150.00	
Planning Associate – Mine Inspector	\$150.00	
Code Compliance Inspector	\$230.00	
PUBLIC WORK	S DEPARTMENT	
Building & Maintenance Superintendent	\$250.00	
Building & Maintenance Worker	\$250.00	
Custodian	\$250.00	
Gate Attendant	\$250.00	
Groundskeeper	\$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	
Solid Waste Maintenance Worker	\$250.00	
Equipment Operator Lead – Solid Waste	\$250.00	
Equipment Operator Heavy - Solid Waste	\$250.00	
Equipment Mechanic Operator – Solid Waste	\$250.00	
SHERIFI	F'S OFFICE	
Dispatcher	\$150.00	
Administrative Analyst	\$150.00	
Civil Process Analyst	\$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 Officer	\$800.00	
Animal Services Manager	\$800.00	
Shelter Assistant	\$800.00	
Evidence Technician	\$800.00	

2. **Amendment to** ARTICLE 28 – UNIFORMS & SAFETY BOOTS/SHOE ALLOWANCE – List of Classifications for Safety Boot Allowance:

Deleting the following classification under AGRUCULTURAL COMMISSIONER:

Ag Cannabis Inspector

Adding the following department and classifications:

ENVIRONMENTAL HEALTH

Environmental Health REHS Environmental Health Trainee Hazard Materials Manager Hazard Materials Manager Senior

Adding the following classifications under PUBLIC WORKS:

Road Maintenance Worker – Seasonal Solid Waste Maintenance Worker Building & Maintenance Superintendent Groundskeeper

Deleting the following classification under PUBLIC WORKS:

Road Shop Supervisor Building & Maintenance Water Supervisor

List of Classifications for Safety Boot Allowance:

AGRICULTURAL COMMISSIONER	
Agricultural Biologist/Weights & Measures Inspector Senior	
Agricultural Biologist Supervisor	
Agricultural Cannabis Inspector	
Agricultural Commissioner Deputy	
Field Assistant - Seasonal	
Field Technician	
Field Technician Lead	
ENVIRONMENTAL HEALTH	
Environmental Health REHS	
Environmental Health Trainee	
Hazard Materials Manager	
Hazard Materials Manager Senior	
PLANNING	
Planning Associate – Mine Inspector	
Code Compliance Inspector	
PUBLIC WORKS	
Airport Operations Supervisor	
Airport Technician	
Building & Maintenance Superintendent	
Building & Maintenance Worker	
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
Groundskeeper
Park Attendant - Seasonal
Park Helper - Seasonal
Park Manager
Park Specialist
Park Specialist Lead
Road Maintenance Supervisor
Road Maintenance Worker - Seasonal
Road Shop Supervisor
Solid Waste Foreman
Solid Waste Maintenance Worker
WATER
Field Assistant - Seasonal
Mitigation Project Manager
Research Assistant
Salt Cedar Manager
Vegetation Manager

This Side Letter shall amend ARTICLE 28 – UNIFORMS & SAFETY BOOTS/SHOE ALLOWANCE of the existing MOU and will be implemented beginning on the pay period of October 23, 2025, and annually thereafter on the first full pay period of the fiscal year. Any classification title that has been added as a result of this side letter and has not received a uniform or boot allowance under an old classification title, shall be eligible for a onetime payment for their applicable uniform and/or boot allowance on the pay period following the approval of this side letter. The amendment shall remain in effect unless and until superseded by a new MOU.

Signatures:

County of Inyo		ICEA	
Scott Marcellins	10/21/2025	Darcy Miller Darcy Miller Darcy Miller Set 15, 20/5 07-12-32 PDTs	10/15/2025
Scott Marcellin, Chairperson	Date	Darcy Miller, President	Date