

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 21st day of October 2025 an order was duly made and entered as follows:

*CAO-Personnel –
ICEA Side Letter*

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

Routing
CC Purchasing Personnel X Auditor CAO Other: DATE: October 28, 2025

WITNESS my hand and the seal of said Board this 21st
Day of October, 2025



DENELLE CARRINGTON
Interim Clerk of the Board of Supervisors

D. Carrington

By: _____

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 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 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
SHERIFF'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	

