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

Routing

Purchasing

Personnel X Auditor

DATE: October 28, 2025

CC

CAO

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.

WITNESS my hand and the seal of said Board this 21^{NI} Day of October, 2025



DENELLE CARRINGTON
Interim Clerk of the Board of Supervisors

D. Carrington

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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	

ENVIRONMEN		
Environmental Health REHS	\$250.00	
Environmental Health Trainee	\$250.00	
Hazard Materials Manager/Senior	\$250.00	
HEALTH AND HU	IMAN SERVICES	
	\$225.00	
Nurse PHN Case Manager	\$225.00	
Nurse Public Health	\$225.00	
Nurse Registered	\$225.00	
Nurse Registered Behavioral Health	\$225.00	
Nurse/PHN Supervising	\$150.00	
Food Cook Supervisor	\$150.00	
Food Cook	\$130.00	
PLAN	NING	
Planning Associate - Mine Inspector	\$150.00	
Code Compliance Inspector	\$250.00	
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PUBLIC WORKS		
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	
	OFFICE .	
	\$ OFFICE \$150.00	
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		
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 / 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:

Scott Marcellin, Chairperson	Date	Darcy Miller, President	Date	
Lette Marcellins	10/21/2025	Darcy Miller	10/15/2025	
County of Inyo		ICEA		