

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

This Side Letter of Agreement ("Agreement") between the County of Inyo ("County") and the Inyo County Employees Association ("Association") (collectively, the "Parties") serves as an addendum to the Memorandum of Understanding (MOU) effective July 1, 2024, and is entered into with respect to the following:

**WHEREAS**, Article 7 of the Memorandum of Understanding ("MOU") between the Parties addresses Salaries;

**WHEREAS**, Article 7, Subsection E establishes certain additional compensation provisions;

**WHEREAS**, certain employees perform investigations work in which their findings, reports, or assessments are relied upon by the court in making determinations, findings, or orders, and the Parties recognize the specialized nature, heightened responsibility, and legal implications of this work;

**WHEREAS**, the Parties acknowledge that the forensic-related pay described herein was originally established in 2008, and for reasons unknown to the Parties was not incorporated into the MOU at that time or any subsequent MOU, despite it being paid to represented employees;

**WHEREAS**, the Parties further acknowledge that there are current Association represented employees who have been receiving this pay, and that such employees shall continue to receive this pay following approval of this Side Letter;

**WHEREAS**, the Parties desire to establish a new subsection—Forensic Pay—to appropriately compensate employees who perform these qualifying duties;

**NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:**

Article 7, Subsection E – Special Compensation shall be modified to include the following:

3. Forensic Pay

Employees regularly working in the CPS, APS, LPS or Conservatorship programs who perform investigations, analyses, evaluations, or related work in which their written or verbal findings are relied upon by the court to make determinations, findings, or orders shall receive an additional five percent (5%) of base salary. This pay applies to employees who conduct investigations, interviews, inspections, or fact-finding activities resulting in formal reports or recommendations intended for judicial proceedings; who prepare or present evidence-based findings, evaluations, or expert-level documentation for court review; or who perform other court-reliant forensic or

investigative duties as designated by the Department Head. Eligibility for Forensic Pay shall be determined and certified by the Department Head.

Except as modified herein, all other terms and conditions of employment listed in the 2024-2027 MOU shall remain in full force and effect until a successor agreement is reached.

**Signatures:**

**County of Inyo**

**ICEA**

*Trina Orrill* 05/26/2026  
**Trina Orrill, Chairperson**                      **Date**

*Darcy Miller* 5/20/2026  
**Darcy Miller, President**                      **Date**