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 25th day of August 2026 an order was duly made and entered as follows:

CAO-Personnel – ICLEAA MOU	Moved by Supervisor Roeser and seconded by Supervisor Wadelton to: A. Ratify and approve the July 1, 2025, through June 30, 2028 Memorandum of Understanding between the County of Inyo and the Inyo County Law Enforcement Administrators' Association (ICLEAA); and B. Direct staff to update the publicly available pay schedule accordingly. Motion carried 4-1 with Supervisor Roeser voting no.

WITNESS my hand and the seal of said Board this 25th Day of August, 2026

COUNTY OF INYO CALIFORNIA

DAVID FRASER
Clerk of the Board of Supervisors

By: ______________________

Routing
CC *Purchasing* *Personnel X* *Auditor* *CAO* *Other:* *DATE: September 2, 2026*

AGENDA ITEM REQUEST FORM

August 25, 2026

Reference ID: 2026-610

Memorandum of Understanding between the County of Inyo and the Inyo County Law Enforcement Administrators' Association (ICLEAA)

County Administrator - Personnel

ACTION REQUIRED

ITEM SUBMITTED BY
Keri Oney, Assistant Personnel Director

ITEM PRESENTED BY
Keri Oney, Assistant Personnel Director

RECOMMENDED ACTION:

A) Ratify and approve the July 1, 2025 through June 30, 2028 Memorandum of Understanding between the County of Inyo and the Inyo County Law Enforcement Administrators' Association (ICLEAA); and
B) Direct staff to update the publicly available pay schedule accordingly.

BACKGROUND / SUMMARY / JUSTIFICATION:

Pursuant to your Board's direction, negotiations for a successor Memorandum of Understanding (MOU) with the Inyo County Law Enforcement Administrators' Association (ICLEAA) have been completed. A tentative agreement has been reached, with all parties reviewing and accepting the terms. The agreement reflects the shared priorities identified during the negotiation process and is now ready to be presented to your Board for formal adoption.

FISCAL IMPACT:

Funding Source	General Fund	**Budget Unit**	022710, 022910, 022410
Budgeted?	Yes	**Object Code**	All salary and benefits object codes
Recurrence	Ongoing Expenditure	**Sole Source?**	N/A

If Sole Source, provide justification below

Current Fiscal Year Impact
The attached MOU will result in additional costs of approximately $36,550 in salaries and benefits for the current fiscal year.
Future Fiscal Year Impacts

Costs will increase annually based on negotiated Cost of Living Adjustments and step increases. The estimated increases for FY 2026-2027 is an additional $7,640. All future budgets will continue to be monitored.
Additional Information

ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Your Board could choose not to approve the Memorandum of Understanding and direct staff to re-negotiate the terms with the Inyo and the Inyo County Law Enforcement Administrators' Association (ICLEAA). This is not recommended as this agreement was reached based on Board input after several months of collaborative conversation with ICLEAA representatives.

OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

None.

STRATEGIC PLAN ALIGNMENT:

High-Quality Services I Quality County Employees
High Quality Services - High-Quality County Government Services
High-Quality Services I Public Safety and Emergency Response

APPROVALS:

Keri Oney	Created/Initiated - 08/14/2026
Darcy Israel	Approved - 08/18/2026
Denelle Carrington	Approved - 08/18/2026
Keri Oney	Approved - 08/18/2026
Amy Shepherd	Approved - 08/18/2026
John Vallejo	Approved - 08/18/2026
David Fraser	Final Approval - 08/18/2026

ATTACHMENTS:

1. LEAA MOU - 2025-2028

MEMORANDUM OF UNDERSTANDING

between

INYO COUNTY LAW ENFORCEMENT ADMINISTRATORS ASSOCIATION

and

COUNTY OF INYO

July 1, 2025 – June 30, 2028

Table of Contents

COMPREHENSIVE
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE COUNTY OF INYO
AND
THE INYO COUNTY LAW ENFORCEMENT ADMINISTRATORS ASSOCIATION

2025 - 2028

Section 1 – Introduction

Article 1 – Recognition

The County of Inyo (hereinafter called the "County") has recognized the Inyo County Law Enforcement Administrators Association (hereinafter called the "Association") as the formally recognized employee organization of bargaining unit employees for the purpose of meeting its obligations under the Meyers-Milias-Brown Act, Government Code Section 3500 *et seq.,* when rules, regulations, or laws affecting wages, hours and other terms and conditions of employment are amended or changed.

Article 2 – Not Applicable

Article 3 – Non-Discrimination

Section 1: The parties mutually recognize and agree to protect the rights of all employees hereby to join and/or participate in protected Association activities, or to refrain from joining or participating in protected activities, in accordance with Government Code Sections 3500 to 3511.

Section 2: The County and Association agree that they shall not discriminate against any employee because of race, color, sex, age, national origin, ancestry, political or religion or religious creed, medical condition or sexual orientation. The County and Association shall reopen any provision of this Agreement for the purpose of complying with any final order of a federal or state agency or court of competent jurisdiction requiring a modification or change in any provision or provisions of this Agreement in compliance with state or federal anti-discrimination laws.

Section 3: Whenever the masculine gender is used in this Agreement, it shall be understood to include the feminine gender.

Article 4 – Personnel Rules and Regulations

The County of Inyo Personnel Rules and Regulations are hereby incorporated by reference and, except as provided in this Memorandum of Understanding, govern the terms and conditions of employment.

Article 5 – Membership

The Association represents the following management positions:

Assistant Sheriff:	Sheriff's Department
Captain:	Sheriff's Department
DA Chief Investigator:	District Attorney Department

Article 6 – Merit System Membership

Those positions represented by the Association shall be part of the County Merit System, with the terms and conditions of their employment governed by the County Merit System rules, the County of Inyo Personnel Rules and Regulations and this Memorandum of Understanding. The County shall amend the current Merit System rules as necessary to comply with this section.

Section 2 – Salaries / Additional Compensation

Article 1 – Salaries

Section 1:

Effective the first pay period in July 2025, the parties agree to implement changes to the salary structure, transitioning from "Ranges" to "Grades." All employees will be placed into the new structure, ensuring that they are brought up to at least the minimum salary step, which may result in an upward or downward adjustment to the employee's current step placement; however, in no event shall an employee suffer a reduction in current base wages as a result of this implementation.

To maintain the existing salary relationship and prevent salary compaction between supervisory classifications, the top step salary for the Captain and District Attorney Chief Investigator classifications shall be maintained at twenty-two and ninety-two hundredths percent (22.92%) above the top step salary for the Sergeant classification. Additionally, the top step salary for the Assistant Sheriff classification shall be maintained at 3.49% above the top step salary for the Captain classification. The parties acknowledge that these salary differentials are intended to preserve the current supervisory compensation relationships between classifications with direct supervisory responsibilities.

The salaries of the Association members (with said known increases included) shall be set forth in Appendix A.

Section 2: **COLA:** All salaries shall be adjusted annually on the first pay period in July by the Cost of Living. Cost of Living shall be determined by the March-to March change of the BLS (Bureau of Labor Statistics) Riverside-San Bernardino-Ontario Consumer Price Index. The CAP on the COLA will be no less than 0% and no more than 4% of the Urban Wage Earners and Clerical Workers.

Article 2 – Longevity Pay

County agrees to provide the following longevity pay to support retention:

At year six (6) on the anniversary date the employee will receive a two percent (2%) increase to the base salary, a one percent (1%) increase at year seven (7), a one percent (1%) increase at year eight (8) and will receive a half percent (0.5%) increase every year after until employee reaches a total of eight percent (8%) and sixteen (16) years of service.

Article 3 – Bilingual Pay

The County agrees to compensate members who successfully demonstrate 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 will receive an additional two percent (2%) of base pay.

Members shall be tested through a supervisory and public interaction scenario in which the member must effectively communicate in Spanish with a member of the public, community stakeholder, or subordinate employee to obtain pertinent information, provide direction, and appropriately address the issue presented. The member must demonstrate the ability to communicate clearly and effectively throughout the interaction.

Spanish I testing shall be administered by Sheriff's Department Administration at the direction of the Sheriff.

Spanish II – Those who interview and interrogate will receive an additional three percent (3%) of base pay.

Members shall be tested through a critical incident or administrative investigation scenario in which the member must conduct a detailed interview in Spanish, obtain relevant facts, ask appropriate follow-up questions, and effectively communicate information necessary for operational, investigative, or administrative purposes. The member must demonstrate sufficient fluency to gather and relay accurate information in a supervisory or command-level setting.

Spanish II testing shall be administered by Sheriff's Department Administration at the direction of the Sheriff.

Spanish III – Those who speak, read and write will receive an additional five percent (5%) of base pay.

Employees shall receive Spanish III compensation upon successfully passing an exam that tests their oral communication skills and reading and writing ability. This testing procedure shall be administered by a certification testing service selected by the County.

There is no retroactivity for moving from one level to another.

Article 4 – Uniforms

1. County agrees to pay a uniform allowance of $2,000 per year for the cleaning, replacement and maintenance of member's clothing.

2. Uniform allowance to be paid in the amount of $76.92 per pay period.

3. All clothing damaged within the course and scope of employment shall be replaced or repaired at no cost to the Member. The determination as to replacement or repair shall be made by the Department. Normal wear and tear are not included.

Article 5 – Out of Classification Pay

In the event a represented employee is temporarily assigned for a period of more than 5 working days to a position with a higher salary range that member shall have his or her salary increased to the amount of the higher range for the duration of the assignment. The increase is retroactive to the first day of the assignment.

Article 6 – Other Safety Compensation

A. Education Incentive:

   1. County agrees to compensate Members holding Associate College degrees and/or an Intermediate Certificate issued by Peace Officers Standards and Training an additional five percent (5%) of the Members base pay.

   2. County agrees to compensate Members holding Bachelor College degrees and/or an Advanced Certificate issued by Peace Officers Standards and Training an additional five percent (5%) of the Members base pay.
   3. County agrees to compensate Members holding a Supervisory Certificate issued by Peace Officers Standards and Training an additional five percent (5%) of the Members base pay.

   4. County agrees to compensate Members possessing a Masters Degree in a field applicable to Law Enforcement Management and/or a Management Certificate from Peace Officers Standards and Training an additional six percent (6%) of the Members base pay.

B. Safety Equipment: The County agrees to supply the following safety equipment to Members. If Members wish to purchase equipment that is not standard issue, they may do so at their own expense. All equipment shall meet Departmental approval prior to use.

Gun
Holster
Sam Browne belt and accessories
Baton and holder
Handcuff case and handcuffs
Flashlight including batteries
Ammunition and holder
Safety helmet
Body armor
Parka Rain gear (pants and jacket)

Association agrees to waive all claims for sums expended by its Members to purchase equipment.

C. Expert Pay: All members who qualify as "Expert" or higher at a quarterly qualification shoot will receive a one-time payment of $50. A qualifying shoot shall be scheduled by the Departments once each quarter with a Department appointed firearms instructor. For those members unable to participate in the designated shoot due to vacation, illness, or other reasons acceptable to the Department, the Department may schedule a make-up qualifying shoot. A member may only have one attempt to qualify as Expert or higher for this additional compensation each quarter. The Firearms Instructor will designate, in accordance with the Department policy, which attempt at the qualifying shoot will be the "designated qualifying shoot".

D. Additional Compensation in "Times of Emergency" – in times of declared disaster/ emergency, State or Federal, those members assigned to that disaster/emergency shall be compensated for overtime at the rate of time and one-half upon the receipt of reimbursement funds by the County from the State or Federal government for the members work that meets the requirements for the reimbursement rate of time and one-half. This additional compensation shall be provided per the requirements of Resolution No. 94-15.

E. Stand by Pay: Employees requested by the Department Head to serve in an after-hours response capacity will receive $85.00 for performing standby duties on each regularly scheduled day and $135.00 for performing stand-by duties on scheduled days off* or holidays.

   *Notwithstanding the above, if the employee is working an altered work schedule (4/10 or 9/80 schedule) and other unit staff are regularly working on an employees scheduled day off, the employee shall receive the regularly scheduled working day rate of $85.00.

Article 7 – Wellness Bonus

The purpose of the Inyo County Wellness Benefit is to improve the level of health and wellness among LEAA members to improve their overall degree of wellness. The County will reimburse employees up to a maximum of $500 per calendar year for fitness and wellness activities during said calendar year payable through payroll. Members seeking reimbursement shall submit an affidavit on a form provided for by the County. Activities subject to this wellness bonus are set forth on said affidavit.

Section 3 – Leave

Article 1 – Vacation

Vacation accrual rates and use of vacation are defined in the County Personnel Rules and Regulations Manual.

1. The maximum number of vacation days, which may be accrued, shall be 280 hours (35 days).

2. In the event an employee is denied a request for vacation, which denial causes the employee to cease accruing vacation benefits due to the 35-day cap provided herein, the employee may continue to accrue vacation benefits as long as (1) the employee and his/her supervisor agree that the employee will take necessary vacation time at a date in the future to bring the employee below the 35-day cap; (2) the alternate vacation must be scheduled and taken by the employee within six months; and (3) the County Administrator approves the arrangements, which approval will not be unreasonably denied.

3. In the event an employee would cease accruing vacation benefits due to the 35-day cap provided herein, the employee may continue to accrue vacation benefits so long as (1) the employee and his/her supervisor agree that the employee will take necessary vacation time at a date in the future to bring the employee below the 35-day cap; (2) the vacation must be scheduled and taken by the employee within six months; and (3) the County Administrator approves the arrangements, which approval will not be unreasonably denied.

The Association understands that the County is under no obligation to change vacation benefits for DSA employees and that an agreement providing for no changes to vacation benefits for DSA employees would result in no changes to LEAA represented employees.

Article 2 – Holidays

Association Members shall be entitled to the following legal holidays:

January 1 (New Years Day)
Third Monday in January (Martin Luther King Day)
February 12 (Lincoln's Birthday
Third Monday in February (Presidents Day)
Last Monday in May (Memorial Day)
July 4 (Independence Day)

First Monday in September (Labor Day)
September 9 (California Admissions Day)
Second Monday in October (Columbus Day)
November 11 (Veterans Day)
Thanksgiving Day
Friday immediately following Thanksgiving Day
December 25 (Christmas)
Christmas Eve and New Years Eve (See below)

All regular employees eligible therefore under Rule 818 of the Personnel Rules shall be entitled to a one (1) day holiday with pay on their last working day preceding either December 25 or January 1 of each year. The employees' Department head shall determine upon which of the alternative days the employee may take such leave. Department heads shall schedule such leaves in a manner which ensures continuation of regular County business with a minimum degree of disruption. If an employee cannot be excused on either day, the employee shall be entitled to leave at some other time convenient to the Department.

Every day appointed by the President or Governor for a public fast, thanksgiving or holiday.

If any of the above designated holidays falls on a Saturday, the preceding Friday is a holiday. If any of the above designated holidays falls on a Sunday, the following Monday is a holiday. Employees for whom necessity requires a different holiday schedule than generally applied shall work according to regulations prepared by the Department head.

Article 3 – Sick Leave

There shall be no payoff of accrued unused sick leave upon termination or retirement.

Article 4 – Leave Pool

Association members are eligible to participate in the DSA Leave Pool, to the extent DSA allows participation.

If the Association establishes a Leave Pool, the County and the Association agree to meet and confer regarding its implementation. Prior to any meet and confer meeting, the Association shall develop the proposed Leave Pool policy and procedures, including, but not limited to, participation rules, donation and withdrawal criteria, and administrative oversight.

Article 5 – Administrative Leave

Section 1: The County shall grant employees 80 hours of Administrative hours each fiscal year.

Section 2: Administrative hours will be granted each July 1 and must be exhausted by the following June 30. Administrative hours will not accrue from one fiscal year to the next.

Section 3: Administrative hours will not be paid should an employee terminate, for any reason, from County services.

Section 4: An employee requesting administrative hours shall give a minimum of 48 hours' notice to his/her supervisor. A request to take leave may be denied due to the operational needs of the employee's department.

Section 5: New employees, upon appointment, shall be granted a prorated number of Administrative hours as follows:

July 1 – October 31 .... 80 hours
November 1 – February 29 .... 48 hours
March 1 – June 30 .... 16 hours

Section 4 – Other Benefits

Article 1 – Insurance

A. Medical

1. County agrees to pay seventy five percent (75%) of the premium of PERS Platinum (employees will be responsible for twenty five percent (25%) of the premium; eighty percent (80%) of the premium for PORAC (employee will be responsible for twenty percent (20%) of the premium); or one hundred percent (100%) of PERS Gold or Blue Shield EPO. The parties agree to meet and confer over any changes to Plan names or Plan configurations by PERS during the life of the MOU.

2. The County will reimburse to those employees opting into the County's medical coverage one hundred percent (100%) of the annual medical deductible after the full deductible per person has been paid up to $1,000.

3. County will pay the following per pay period to each employee who has other medical coverage and has opted out of the County's medical plan:

   i. Eligible for *employee only* coverage - $200.00 per pay period
   ii. Eligible for *employee plus one* coverage - $300.00 per pay period
   iii. Eligible for *family* coverage - $400.00 per pay period

   An employee receiving medical coverage, in part or fully funded, through a State or Federally funded program (e.g. Medi-Cal/Medi-Care/Social Security), is not eligible for the provisions of this subsection (3).

B. Dental

County agrees to pay 100% of the premiums for dental insurance during the term of this MOU. County agrees to additional orthodontia benefit for adults and children, 50% benefit schedule, $1,200 lifetime maximum.

C. Optical

County agrees to pay 100% of the premiums for optical insurance during the term of this MOU.

D. Life

County agrees to pay 100% of the premium for life insurance during the term of this MOU.

E. Short-Term Disability

County will provide all eligible employees with a self-insured income protection plan for up to one (1) year for non-job-related disabilities preventing a person from working. County agrees to pay the premium based on the state disability program. Any employee denied benefits under this provision may file a grievance pursuant to Article XIII of the County Personnel Rules and may have the matter heard only up to the level of County Administrator.

F. Long-Term Disability

County agrees to pay 100% of the insurance premiums for existing Long-Term Disability Program for the term of this MOU.

G. Air Ambulance

The County shall contract with AirMedCare Network to provide insurance covering the cost of air ambulance transport from the region to remote treatment facility for the employee (and their household) so long as they are employed by Inyo County. The employee may choose to add on additional items to this insurance offering, including but not limited to return flight insurance, at their own expense, through a payroll deduction.

Article 2 – Retirement

PERS Employee hired prior to January 1, 2013 (Classic)

1. County agrees to provide the 3% at 50 formula PERS retirement for Safety members for current employees.

2. County agrees to pay for half of the member's contribution for retirement at the rate of 4.5% for the 3% at 50 PERS retirement.

3. The member will pay for the other half of the member's contribution for the retirement at the rate of 4.5% for the 3% at 50 PERS retirement.

4. PERS benefits to safety employees shall consist of:

    a. The "highest year" computation for these employees will be based on highest one year's salary.

    b. Upon retirement any member may convert up to three hundred (300) days accrued unused sick leave to service credit for retirement purposes.

    c. County will pay 50% of the member's normal contributions as employer paid member contributions (EPMC) and report the same percentage of compensation earnable as additional compensation pursuant to Government Code Sections 20636(c)(4) and 20691. (4.5% to be reported at EPMC).

d. All other provisions as amended in the County PERS contract.

Employees hired after January 2013 (PEPRA)

Employees will receive 2.7% at 57 and employees will be required to pay at least fifty percent (50%) of normal cost toward retirement.

Retiree Health

The County shall implement a revised retiree health benefit plan as provided for in California Government Code section 22893, applicable to employees hired on or after the date on which the revised retiree health benefit plan is adopted, as soon as reasonably practicable.

Article 3 – Flexible Spending Program

County will pay the administration fee for each employee who participates in flexible benefit spending program allowed by Section 125 of the Internal Revenue Code.

Article 4 – Deferred Compensation

County will provide deferred compensation programs for employees.

Article 5 – 401 A Retirement Plan

County agrees to pay $30 per member per month to a 401a plan for the term of this MOU.

Section 5 – Policy and Procedures

Article 1 – No Smoking Policy

County and Association agree to a non-smoking policy as a condition of employment for new hires.

Article 2 – Drug and Alcohol Policy

A. Association agrees to the County Alcohol and Drug Abuse Policy as last amended. County agrees that members are excluded from this policy when duties require they maintain possession of alcohol or drugs. County also agrees that members who are required by the Department to undergo an alcohol or drug test as described in the policy will:

   1. be entitled to a second sample and independent analysis of the second sample; and

   2. be evaluated under County Personnel Rules and Regulations policies with regard to "probable cause" for drug testing.

B. The Association also agrees to the County of Inyo Drug and Alcohol Policy pursuant to the Department of Transportation Resolutions as amended.

Article 3 – Employee Assistance Program

The County will provide represented employees with the same employee assistance program as provided to its other merit system employees.

Article 4 – Travel Pay

County will use the Internal Revenue Service (IRS) policy regarding reimbursement of travel pay. If the IRS rates increase, the County reimbursement rates will increase in the same amount as the IRS rates. Should the IRS rates decrease or undergo fundamental changes, renegotiations between the County and the Association on travel pay will occur.

Article 5 – Tuition Reimbursement

The County agrees to reimburse educational expenses in accordance with the County of Inyo Employee Training, Continuing Education and Tuition Assistance Policy.

Article 6 – Mistaken Overpayments

Should any covered employee be overpaid due to any mistake or inadvertence, the County may recover the amount of overpayment by subsequent unilateral deduction from the pay of the employee in question up to not more than the amount of overpayment. However, not more than twenty-five percent (25%) of any such employee's net pay shall be deducted from any one paycheck for this purpose.

Article 7 – Elevation to Elected Office

In the event an Association member is elected to any County Office, the Member may carry over to the new position 120 days of sick leave for the sole purpose of converting such sick leave to service credit as the time of retirement.

In the event an elected office is vacated by an elected official, a represented employee temporarily assigned the duties of that elected official shall have his salary increased to the amount the elected official received when the office was vacated. Such increase shall be paid beginning the date the office was vacated until the vacancy is filled by either the Board of Supervisors or an election, whichever is earlier.

Article 8 – Discipline & Grievance Procedure

Employee grievances and discipline shall be handled in accordance with the County Personnel Rules and Regulations. Selection of Hearing Officer shall be mutually agreed upon by both parties and to be selected from a list provided by State Mediation and Conciliation Service.

This Memorandum of Understanding hereby incorporates by reference the provisions of sections 3300 through 3311 of the Government Code of the State of California, which sections are collectively known as the Public Safety Officers' Procedural Bill of Rights Act.

Article 9 – Personnel Complaints per Section 832.5 of the California Penal Code

Personnel Complaints will be taken as required by law.

In those cases where a personnel complaint if of a nature that may result in disciplinary action as referenced in Sections 3300 through 3311 of the California Government Code, the Department will request such complaint be made in writing. If the complaining party refuses to write or sign such complaint, such refusal will be noted in the investigator's report along with the reason, if known.

Article 10 – Administrative Reorganization

If Department layoffs are required, those having a below standard evaluation at last annual evaluation will be laid off first, and thereafter, layoffs will be made by seniority. Seniority shall be determined first by rank, then by length of service within a rank and finally by length of service with the Department.

When the Department rehires after layoffs have occurred, the last employee laid off will be the first employee rehired.

Section 6 – Other Terms

Article 1 – Authorized Agents

Authorized agents, for the purpose of administering the terms and provisions of this Memorandum of Understanding shall be:

County:	*Association:*
County Administrative Officer PO Drawer N Independence, CA 93526	Inyo County Sheriff's Department Attn: LEAA President PO Drawer S Independence, CA 93526

Article 2 – No Strike – No Lockout

Section 1: The Association, its officers, agents, representatives and or members agree that during the term of this MOU they will not cause or condone any strike, walkout, slowdown, sick-out, or any other job action by withholding or refusing to perform services.

Section 2: The County agrees that it shall not lockout the represented employees during the term of this MOU. The term "lockout" is hereby defined so as to include the discharge, suspension, termination, layoff, failure to recall or failure to return to work employees of the County in the exercise of its rights as set forth in any of the provisions of this MOU or applicable ordinance or law.

Section 3: Any employee of the County who participates in any conduct prohibited in Section 1 above may be subject to disciplinary action up to and including termination.

Section 4: In the event that any one or more officers, agents, representatives, or members of the Association engage in any of the conduct prohibited in

Section 1 above, the Association shall immediately instruct any persons engaging in such conduct that their conduct is in violation of this MOU and is unlawful and they must immediately cease engaging in conduct prohibited in Section 1 above, and return to work.

Article 3 – Emergency Waiver

In the event of circumstances beyond the control of the County, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, if the County Administrative Officer or his designee so declares, any provisions of this MOU or the Personnel Rules of the County, which restricts the County's ability to respond in these emergencies, shall be suspended for the duration of such emergency. After the emergency is declared over, the Association shall have the right to meet and confer with the County regarding the impact on employees of the suspension of these provisions in the MOU and any personnel rules and policies.

Article 4 – Re-opener

The County and LEAA agree to a reopener for changes to the Personnel Rules that are not directly addressed by the terms of this MOU.

Article 5 – Employee Organizational Rights and Responsibilities

Section 1: Dues Deductions - The County shall deduct for dues, on a regular basis, from the pay of all employees in the classifications and positions recognized to be represented by the Association, who voluntarily authorize such deduction, in writing, on a mutually agreed upon form to be provided for this purpose. The County shall remit such funds via Electronic Fund Transfer (EFT) to the Association or their designee within thirty (30) days following their deduction.

Section 2: Indemnification - The County will not be responsible or liable for any claims, causes of action, or lawsuits arising out of the deductions or transmittal of such funds to the Association, except the intentional failure of the County to transmit to the Association monies deducted from the employees pursuant to this Article.

Article 6 – Separability

Should any provision of this MOU be found inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this MOU shall remain in full force and effect.

Article 7 – Sole and Entire MOU

Section 1: It is the intent of the parties hereto that the provisions of this Memorandum of Understanding shall supersede all prior agreements and memoranda of agreement or memoranda of understanding, or contrary salary and/or personnel resolutions, or written, expressed or implied, between the parties, and shall govern the entire relationship and shall be the sole source of any and all rights which may be asserted hereunder. This Memorandum of Understanding is not intended to conflict with Federal or State Law.

Section 2: The parties acknowledge that the Board of Supervisors will adopt this agreement by resolution and that said resolution shall remain in full force and effect during the life of this Memorandum of Understanding.

Article 8 – Term of Memorandum of Understanding

The term of this Memorandum of Understanding shall continue in full force and effect until June 30, 2028. The County will provide each employee represented by the Association with a copy of this and all subsequent MOU's.

Article 9 – Ratification and Execution

The County and Association acknowledge that this Memorandum of Understanding shall not be in full force and effect until ratification by the Association and adopted by the Board of Supervisors of the County of Inyo. Subject to the foregoing, this MOU is hereby executed by the authorized representatives of the County and Association and entered into as of this

SIGNED: Tim Bachman
Tim Bachman (Aug 18, 2026 15:07:09 PDT)
LEAA President

DATED: 08/18/2026

SIGNED: ______________________
Chairperson, Board of Supervisors

DATED: ______________________

APPENDIX A

LEAA SALARY TABLE EFFECTIVE 7/3/2025 (INCLUDES 2.6% COLA EFFECTIVE 7/3/2025)

Step	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Annual Min	Annual Max
5.37%	L/CI SC	$ 9,812.46	$ 10,339.39	$ 10,894.61	$ 11,479.65	$ 12,096.11	$ 12,745.67	$ 117,749.48	$ 152,948.04
Spread	SD	$ 10,305.41	$ 10,858.81	$ 11,441.93	$ 12,056.36	$ 12,703.79	$ 13,385.98	$ 123,664.95	$ 160,631.80
30.0%	SE	$ 10,921.17	$ 11,507.64	$ 12,125.60	$ 12,776.75	$ 13,462.86	$ 14,185.81	$ 131,054.08	$ 170,229.74
	AS SC	$ 10,154.59	$ 10,699.89	$ 11,274.48	$ 11,879.92	$ 12,517.87	$ 13,190.08	$ 121,855.11	$ 158,280.95
	SD	$ 10,664.69	$ 11,237.39	$ 11,840.84	$ 12,476.69	$ 13,146.69	$ 13,852.66	$ 127,976.34	$ 166,231.98
	SE	$ 11,301.81	$ 11,908.71	$ 12,548.21	$ 13,222.05	$ 13,932.07	$ 14,680.23	$ 135,621.68	$ 176,162.72

LEAA SALARY TABLE EFFECTIVE 7/2/2026 (INCLUDES 2.9% COLA EFFECTIVE 7/2/2026)

Step	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Annual Min	Annual Max
5.37%	L/CI SC	$ 10,097.02	$ 10,639.23	$ 11,210.55	$ 11,812.56	$ 12,446.90	$ 13,115.29	$ 121,164.22	$ 157,383.53
Spread	SD	$ 10,604.27	$ 11,173.72	$ 11,773.75	$ 12,406.00	$ 13,072.20	$ 13,774.18	$ 127,251.23	$ 165,290.12
30.0%	SE	$ 11,237.89	$ 11,841.36	$ 12,477.24	$ 13,147.27	$ 13,853.28	$ 14,597.20	$ 134,854.65	$ 175,166.41
	AS SC	$ 10,449.08	$ 11,010.19	$ 11,601.44	$ 12,224.44	$ 12,880.89	$ 13,572.59	$ 125,388.91	$ 162,871.10
	SD	$ 10,973.97	$ 11,563.27	$ 12,184.22	$ 12,838.51	$ 13,527.94	$ 14,254.39	$ 131,687.65	$ 171,052.71
	SE	$ 11,629.56	$ 12,254.07	$ 12,912.11	$ 13,605.49	$ 14,336.10	$ 15,105.95	$ 139,554.70	$ 181,271.44

EMPLOYEE ID	OLD SALARY EFFECTIVE 7/3/2025 (this includes the .1% adjustment that was made 11/6/2025)			NEW SALARY EFFECTIVE 7/3/2025				
	GRADE	STEP	MONTHLY	GRADE	STEP	MONTHLY	DIFF $	DIFF %
3425	81SD	E	$ 11,471.00	L/CI - SD	D	$ 12,056.36	$585.36	5.1%
2637	81SE	F	$ 12,768.00	L/CI - SE	E	$ 13,462.86	$694.86	5.4%
3017	81SE	F	$ 12,768.00	L/CI - SE	E	$ 13,462.86	$694.86	5.4%
2645	83SE	F	$ 13,213.00	AS - SE	E	$ 13,932.07	$719.07	5.4%

APPENDIX A

LEAA SALARY TABLE EFFECTIVE 7/3/2025 (INCLUDES 2.6% COLA EFFECTIVE 7/3/2025)

Step	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Annual Min	Annual Max
5.37%	L/CI SC	$ 9,812.46	$ 10,339.39	$ 10,894.61	$ 11,479.65	$ 12,096.11	$ 12,745.67	$ 117,749.48	$ 152,948.04
Spread	SD	$ 10,305.41	$ 10,858.81	$ 11,441.93	$ 12,056.36	$ 12,703.79	$ 13,385.98	$ 123,664.95	$ 160,631.80
30.0%	SE	$ 10,921.17	$ 11,507.64	$ 12,125.60	$ 12,776.75	$ 13,462.86	$ 14,185.81	$ 131,054.08	$ 170,229.74
	AS SC	$ 10,154.59	$ 10,699.89	$ 11,274.48	$ 11,879.92	$ 12,517.87	$ 13,190.08	$ 121,855.11	$ 158,280.95
	SD	$ 10,664.69	$ 11,237.39	$ 11,840.84	$ 12,476.69	$ 13,146.69	$ 13,852.66	$ 127,976.34	$ 166,231.98
	SE	$ 11,301.81	$ 11,908.71	$ 12,548.21	$ 13,222.05	$ 13,932.07	$ 14,680.23	$ 135,621.68	$ 176,162.72

LEAA SALARY TABLE EFFECTIVE 7/2/2026 (INCLUDES 2.9% COLA EFFECTIVE 7/2/2026)

Step	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Annual Min	Annual Max
5.37%	L/CI SC	$ 10,097.02	$ 10,639.23	$ 11,210.55	$ 11,812.56	$ 12,446.90	$ 13,115.29	$ 121,164.22	$ 157,383.53
Spread	SD	$ 10,604.27	$ 11,173.72	$ 11,773.75	$ 12,406.00	$ 13,072.20	$ 13,774.18	$ 127,251.23	$ 165,290.12
30.0%	SE	$ 11,237.89	$ 11,841.36	$ 12,477.24	$ 13,147.27	$ 13,853.28	$ 14,597.20	$ 134,854.65	$ 175,166.41
	AS SC	$ 10,449.08	$ 11,010.19	$ 11,601.44	$ 12,224.44	$ 12,880.89	$ 13,572.59	$ 125,388.91	$ 162,871.10
	SD	$ 10,973.97	$ 11,563.27	$ 12,184.22	$ 12,838.51	$ 13,527.94	$ 14,254.39	$ 131,687.65	$ 171,052.71
	SE	$ 11,629.56	$ 12,254.07	$ 12,912.11	$ 13,605.49	$ 14,336.10	$ 15,105.95	$ 139,554.70	$ 181,271.44

EMPLOYEE ID	OLD SALARY EFFECTIVE 7/3/2025 (this includes the .1% adjustment that was made 11/6/2025)			NEW SALARY EFFECTIVE 7/3/2025				
	GRADE	STEP	MONTHLY	GRADE	STEP	MONTHLY	DIFF $	DIFF %
3425	81SD	E	$ 11,471.00	L/CI - SD	D	$ 12,056.36	$585.36	5.1%
2292	81SE	F	$ 12,768.00	L/CI - SE	E	$ 13,462.86	$694.86	5.4%
3017	81SE	F	$ 12,768.00	L/CI - SE	E	$ 13,462.86	$694.86	5.4%
2645	83SE	F	$ 13,213.00	AS - SE	E	$ 13,932.07	$719.07	5.4%