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 17th day of December 2024 an order was duly made and entered as follows:

CAO-Personnel – Appointed Officials Reso. No. 2024-46

Moved by Supervisor Griffiths and seconded by Supervisor Marcellin to approve Resolution No. 2024-46 titled, "A Resolution of the Board of Supervisors, County of Inyo, State of California, Rescinding and Replacing Resolution 2006-06 and 2024-31 and Setting Salary and/or Terms and Conditions of Employment for Appointed Officials Employed in the Several Offices or Institutions of the County of Inyo," and authorize the Chairperson to sign.

WITNESS my hand and the seal of said Board this 17th
Day of December, 2024

NATHAN GREENBERG
Clerk of the Board of Supervisors

By: _____

Routing
CC *Purchasing* *Personnel* *Auditor* *CAO* *Other:* *DATE: December 18, 2024*

RESOLUTION NO. 2024-46

A RESOLUTION OF THE BOARD OF SUPERVISORS, COUNTY OF INYO, STATE OF CALIFORNIA, RESCINDING AND REPLACING RESOLUTION 2006-06 and 2024-31 AND SETTING SALARY AND/OR TERMS AND CONDITIONS OF EMPLOYMENT FOR APPOINTED OFFICIALS EMPLOYED IN THE SEVERAL OFFICES OR INSTITUTIONS OF THE COUNTY OF INYO

WHEREAS, the Board of Supervisors, pursuant to Government Code section 25300, shall prescribe the compensation of all county officers and shall provide for the number, compensation, tenure, appointment and conditions of employment of all County employees; and

WHEREAS, Appointed Officials are employees of the County of Inyo; and

WHEREAS, the Board of Supervisors desires to prescribe the compensation, tenure, appointment and/or conditions of employment for Appointed Officials;

NOW THEREFORE, BE IT RESOLVED that the Board of Supervisors hereby rescinds Resolution 2006-06 and 2024-31;

BE IT FURTHER RESOLVED that the compensation, tenure, appointment, terms and conditions of employment for Appointed Officials shall be as set forth in the Articles below:

BE IT FURTHER RESOLVED that the compensation, tenure, appointment and conditions of employment for the following Appointed Officials shall be as set forth in the Articles below:

AGRICULTURAL COMMISSIONER AND DIRECTOR OF WEIGHTS AND MEASURES AND COUNTY PESTICIDE USE ENFORCEMENT OFFICER
CHILD SUPPORT DIRECTOR
COUNTY ADMINISTRATIVE OFFICER
COUNTY COUNSEL
ENVIRONMENTAL HEALTH DIRECTOR
HEALTH AND HUMAN SERVICES DIRECTOR
PLANNING DIRECTOR
PROBATION CHIEF OFFICER
PUBLIC WORKS DIRECTOR
WATER DIRECTOR

ARTICLE 1. RECOGNITION

The County of Inyo (hereinafter called the "County") has recognized employee bargaining units for the purpose of meeting its obligations under the Meyers-Milias-Brown Act, Government Code Section 3500, et seq. This Resolution applies to Appointed Officials not represented by any employee bargaining unit. This Resolution applies to those positions listed above.

Persons in these positions are hereinafter referred to as "Appointed Officials".

ARTICLE 2. EFFECT OF PRIOR RESOLUTIONS

This Resolution supersedes all prior Resolutions regarding Appointed Officials covered by this Resolution to the extent they are inconsistent herewith.

ARTICLE 3. NON-DISCRIMINATION

Section 1. The County will recognize and will protect the rights of all employees hereby to join and/or participate in protected bargaining unit activities, or to refrain from joining or participating in protected activities, in accordance with Government Code sections 3500 to 3511.

Section 2. Appointed Officials shall not discriminate against any employee because of race, color, sex, age, national origin, ancestry, political or religion or religious creed, marital status, physical or mental disability, medical condition or sexual orientation.

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

ARTICLE 4. WORKDAY AND WORKWEEK

The County-designated standard workweek begins at 0001 hours each Thursday and ends at 2400 hours the following Wednesday (one minute after 12 midnight Thursday through 12 midnight on Wednesday).

a. The Obligation of Appointed Officials is to perform the services and work required by his/her position within the County. The performance of these services and work will require a varied schedule. In planning their work schedule, Appointed Officials will coordinate and make arrangement to fulfill the requirements of the services and work which are necessary.

b. Appointed Officials on an eight-hour daily work schedule will generally work five consecutive days, with two consecutive days off.

c. Appointed Officials on a four-day, ten hour per day work schedule will generally work four consecutive days with three consecutive days off.

ARTICLE 5. OVERTIME AND COMPENSATORY TIME

Appointed Officials are FSLA Exempt employees and shall not be paid or provided compensatory time for overtime worked.

ARTICLE 6. STANDBY AND CALL-OUT COMPENSATION

Appointed Officials are FSLA Exempt employees and shall not be paid or provided compensatory time for standby or callout.

ARTICLE 7. SALARIES

a. Salaries: Appointed Officials shall be paid a monthly salary as set forth in below, and be subject to the salary grades and steps as set forth in the publicly available pay schedule maintained by the County on its website. All salaries shall be adjusted annually on the first full pay period following July 1 by the Cost of Living. Cost of Living shall be determined by the March-to-March change in the BLS (Bureau of Labor Statistics) Riverside – San Bernardino – Ontario Price Index Urban Wage Earners and Clerical Workers. The COLA will be no less than 0% and no more than 4% of the Urban Wage Earners and Clerical Workers.

TITLE	MONTHLY SALARY
AGRICULTURAL COMMISSIONER AND DIRECTOR OF WEIGHTS AND MEASURES AND COUNTY PESTICIDE USE ENFORCEMENT OFFICER	$14,783.92
CHILD SUPPORT DIRECTOR	$12,969.99
COUNTY ADMINISTRATIVE OFFICER	$18,344.42
COUNTY COUNSEL	$17,381.03
ENVIRONMENTAL HEALTH DIRECTOR	$11,886.11
HEALTH AND HUMAN SERVICES DIRECTOR	$14,937.17
PLANNING DIRECTOR	$12,969.99
PROBATION CHIEF OFFICER	$14,783.92
PUBLIC WORKS DIRECTOR	$15,603.37
WATER DIRECTOR	$11,886.11

b. Longevity Pay: The County shall extend to Appointed Officials the same Longevity Pay as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Longevity Pay for ICEA members shall automatically apply to Appointed Officials on an equivalent basis, unless otherwise specified by the County.

c. Bi-Weekly Pay period: Employees covered by this Agreement shall be paid bi-weekly (every other Friday).

ARTICLE 8. CLOTHING/UNIFORM ALLOWANCE

The County shall extend to Appointed Officials a $250.00 annual Clothing Allowance. Annual payments will be made at the time of this resolution's approval and subsequently during the first pay period in July each year. For newly hired Appointed Officials, the Clothing Allowance will be paid during their first pay period of employment and then in the first pay period of July in subsequent years. The Clothing Allowance is taxable as required by law and is not reportable as compensation to CalPERS.

ARTICLE 9. HEALTHCARE BENEFITS

The County shall extend to Appointed Officials, excluding the Chief Probation Officer, the same Healthcare Benefits provided to members of the Inyo County Employee Association

(ICEA). Any future changes or enhancements to Healthcare Benefits for ICEA members shall automatically apply to Appointed Officials on an equivalent basis, unless otherwise specified by the County.

The County shall extend to the Chief Probation Officer the same Insurance Benefits provided to members of the Inyo County Probation Peace Officers Association (ICPPOA). Any future changes or enhancements to Insurance Benefits for ICPPOA members shall automatically apply to the Chief Probation Officer on an equivalent basis, unless otherwise specified by the County.

ARTICLE 10. FLEXIBLE BENEFIT PROGRAM

The County shall extend to Appointed Officials the same Flexible Benefit Program as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Flexible Benefit Program for ICEA members shall automatically apply to Appointed Officials on an equivalent basis, unless otherwise specified by the County.

ARTICLE 11. SHORT-TERM DISABILITY PROGRAM

The County shall extend to Appointed Officials the same Short-Term Disability Program as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Short-Term Disability Program for ICEA members shall automatically apply to Appointed Officials on an equivalent basis, unless otherwise specified by the County.

ARTICLE 12. DEFERRED COMPENSATION

County will provide deferred compensation programs for Appointed Officials.

ARTICLE 13. SICK LEAVE

a. Each employee shall accrue sick leave. There is no limit on the amount of sick leave that may be accrued.

b. Any employee who retires from the County may donate sick leave to an available sick leave bank, without complying with any donation limits.

c. Appointed Officials may donate directly to an employee. Appointed Officials may only donate 80 hours per calendar year.

ARTICLE 14. VACATION LEAVE

The County shall extend to the Appointed Officials the same Vacation Leave benefits as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Vacation Leave benefits for ICEA members shall automatically apply to Appointed Officials on an equivalent basis, unless otherwise specified by the County.

ARTICLE 15. FLEXIBLE & ADMINISTRATIVE LEAVE

The County shall extend to Appointed Officials the same Flexible Leave benefits as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Flexible Leave benefits for ICEA members shall automatically apply to Appointed Officials on an equivalent basis, unless otherwise specified by the County.

Appointed Officials are entitled to eighty (80) paid administrative hours off every fiscal year. The administrative leave hours shall not accumulate and will be lost if not utilized during the fiscal year. The administrative leave shall have no cash value. For the first fiscal year of a new employment Agreement, Appointed Officials shall have the current balance of administrative hours, if any, roll over from their current position, and any other expiring leave shall be similarly rolled over. In no event shall Appointed Officials be entitled to more than eighty (80) paid administrative hours in any given year regardless of a change in position within, or a new contract with, the County. Paid administrative leave shall be prorated in a manner consistent with Flexible Leave benefits.

ARTICLE 16. HOLIDAYS

a. The County shall extend to Appointed Officials the same Recognized Holiday as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Recognized Holiday for ICEA members shall automatically apply to Appointed Officials.

b. Appointed Officials who work on a County Holiday shall not receive any additional pay, overtime, or compensatory time.

ARTICLE 17. RETIREMENT PROVISIONS

The County shall extend to Appointed Officials the same Retirement Provisions as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Retirement Provisions for ICEA members shall automatically apply to Appointed Officials on an equivalent basis, unless otherwise specified by the County.

ARTICLE 18. PERSONNEL RULES/RESOLUTION AND CONTRACT CONFLICTS

The Personnel Rules are hereby incorporated by reference.

In the event of a conflict between the Personnel Rules and Articles of this Resolution, this Resolution shall prevail.

In the event of a conflict between the Personnel Rules and an employment agreement between the County and an employee covered by this Resolution, the employment agreement shall prevail.

In the event of a conflict between this Resolution and an employment agreement between the County and an employee covered by this Resolution, the employment agreement shall prevail.

ARTICLE 19. EMPLOYEE ASSISTANCE PROGRAM

The County will provide an Employee Assistance Program to Appointed Officials.

ARTICLE 20. PERFORMANCE EVALUATIONS

The County shall extend to Appointed Officials the same Performance Evaluation procedures and criteria as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to Performance Evaluation processes for ICEA members shall automatically apply to Appointed Officials on an equivalent basis, unless otherwise specified by the County.

ARTICLE 21. DRUG-FREE WORKPLACE/DOT DRUG TESTING POLICY

The County will enforce its Alcohol and Drug Abuse policy.

The County will enforce the Alcohol Policy pursuant to the Department of Transportation Regulations as amended in accordance with law.

ARTICLE 22. EMPLOYEE TRAINING AND TUITION ASSISTANCE PROGRAM POLICY

The County shall extend to Appointed Officials the same Employee Training and Tuition Assistance benefits as provided to members of the Inyo County Employees Association (ICEA). Any future changes or enhancements to the Employee Training and Tuition Assistance Program for ICEA members shall automatically apply to Appointed Officials on an equivalent basis, unless otherwise specified by the County.

ARTICLE 23. SMOKING

There shall be no smoking, vaping, or chewing of tobacco in any County facility, or County vehicle. Smoking or vaping on County property shall only be allowed in designated smoking areas.

ARTICLE 24. MISTAKEN OVERPAYMENTS

Should any Appointed Official be overpaid due to any mistake or inadvertence, the County may recover the amount of overpayment by subsequent unilateral deductions from the pay of the Official in question up the amount of overpayment. However, not more than 10% of any such Official's net pay shall be deducted from any one paycheck for this purpose. Notwithstanding this, Official will have the option of additional amounts being deducted from any one paycheck.

ARTICLE 25. 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 Chief Administrative Officer or his designee so declares, any provisions of this Resolution, which restricts the County's ability to respond to these emergencies, shall be suspended for the duration of such emergency. After the emergency is declared over, the affected Appointed Official may meet with the County regarding the impact caused by the suspension of these provisions of this Resolution or any Personnel Rules and Policies.

ARTICLE 26. SEPARABILITY

If any portion of this Resolution or application thereof to any person or circumstance shall be declared invalid by a court of competent jurisdiction, or if it is found in contravention of any federal or state statute or regulation, or any county ordinance, the remaining provisions of this Resolution, or the application thereof, shall not be invalidated thereby, and shall remain in full force and effect to the extent that the provisions of the Resolution are severable.

This Resolution shall be in full force and effect from now until amended or rescinded.

PASSED AND ADOPTED this 17th day of December 2024 by the following vote of the Inyo County Board of Supervisors:

AYES: -5- Supervisors Griffiths, Kingsley, Marcellin, Orrill, Roeser
NOES: -0-
ABSTAIN: -0-
ABSENT: -0-

Matt Kingsley
Chairperson, Inyo County Board of Supervisors

Attest: Nate Greenberg
Clerk of the Board

BY: _____
Darcy Ellis, Assistant Clerk of the Board