

Exhibit B

Memorandum of Understanding

Management Unit

MEMORANDUM OF UNDERSTANDING

Between The

COUNTY OF IMPERIAL

And The

MANAGEMENT BARGAINING UNIT

Effective through June 30, 2027

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Article 1 - Employees Covered

The provisions of this Memorandum of Understanding shall apply to all employees occupying those job classifications herein identified on Attachment "A". The bargaining unit shall include permanent and probationary part-time and full-time employees and shall exclude extra-help, seasonal, special assignment, substitute, and temporary employees.

Article 2 – Term

Upon agreement of the parties, ratification by the bargaining units and adoption by the Board of Supervisors this MOU shall be in effect for the term of July 1, 2025 through June 30, 2027.

Between March 1 and March 30, 2027, the bargaining unit shall submit a written request to begin negotiations for a successor MOU to the County. Failure to provide notice within this time period shall result in the extension of this MOU for one (1) additional year on the same terms and conditions as contained therein.

Article 3 - Salaries and Reimbursements

Salary Wage Adjustment:

The County proposes a 3% base wage adjustment effective first full pay period in July 2025 or effective the first full pay period following ratification of the MOU, whichever is later.

The County proposes a 3% base wage adjustment effective first full pay period in July 2026.

The compensation increases provided during the term of this agreement shall satisfy any and all obligations of the parties to reopen Article 3 of the MOU for further negotiations. No further reopeners on economic issues, including salaries, shall be required during the term of this MOU.

Article 4 - Health Insurance

- A. Effective January 1, 2026, for the period of January 1, 2026 through December 31, 2027, each unit member's total bi-weekly contributions toward the purchase of one of the two

County health benefit plans shall be as follows:

Medical Premiums (Calendar Year 2026)	Employee Only	Employee & Spouse	Employee & Children	Employee, Spouse & Children
Employee Cost Plan 1 (\$500 deductible)	\$70.45	\$184.83	\$159.42	\$273.84
Employee Cost Plan 2 (\$1,500 deductible)	\$9.23	\$30.80	\$13.37	\$44.16
Dual Buy Up (\$500 deductible)	n/a	\$154.03	n/a	\$229.68
Dual (\$1,500 deductible)	n/a	\$0.0	n/a	\$0.0

- B. All future increases, including any increases effective on January 1, 2028 in either the County's contribution and/or in the unit member's contribution toward full payment of the premium for any of the above health plans, shall be paid automatically by each unit member by payroll deductions from the unit member's bi-weekly paycheck without further authorization by the unit member unless mutually agreed otherwise in a successor MOU or other mutual agreement between the Management Bargaining Unit and the Board of Supervisors.
- C. The selection of the Medical Plan shall be at the unit member's option, which must be exercised in writing by the member during the enrollment periods established by the COUNTY. If the member makes no selection, the COUNTY will select employee only coverage under Medical Plan II.
- D. The COUNTY will also provide at no cost to unit members vision and dental benefits under the self-funded plans or the Dental Health Services (DHS) plans approved by the Board of Supervisors. The employee must elect in writing to participate in such plans during the open enrollment periods established by the COUNTY.
- E. Effective January 1, 2026, the COUNTY Health Plan shall be configured as follows:

County of Imperial - Active Employees
Blue Shield Medical Plan
Effective January 1, 2026

	Plan I	Plan II
Maximum Lifetime Benefit Per Employee, Dependent	N/A	N/A

Annual Deductible (1)		
Individual	\$500	\$1,500
Family	\$1,000	\$3,000
In-Hospital Admission Fee (2)		
(For medical and mental health services)	\$250 per day (3 day max)	\$250 per day (3 day max)
Emergency Room Services	\$100	\$100
Co-Insurance		
(For medical and mental health services)		
Preferred Providers	20%	20%
Out-of Pocket Limit (individual)	\$3,000	\$6,000
Out-of Pocket Limit (family)	\$6,000	\$12,000
Non-Preferred Providers (4)	40%	40%
Out-of Pocket Limit (individual)	\$6,000	\$12,000
Out-of Pocket Limit (family)	\$12,000	\$24,000
Prescription Drug Benefit		
Brand (Deductible per individual)	\$200 Separate Deductible	\$350 Separate Deductible
Brand (Co-insurance)	20%	20%
Generic (Deductible per individual)	\$0	\$0
Generic (Co-insurance)	n/a	n/a
Chiropractic Benefit	80%	Not Covered
Annual Maximum	\$125	Not Covered
Cost Containment (3)	Included	Included

	All Plans	All Plans
Preventive Care Benefits	PPO Deductible & Co-Insurance waived	Non-PPO Deductible Applied
<i>Annual Health Appraisal Examination</i>		
- Annual physical examination	No Charge	Not covered
- Routine laboratory services	No Charge	40%
<i>Well Baby Care Benefits</i>		
- Office visits	No Charge	Not covered
- Routine laboratory services	No Charge	40%
<i>Immunizations & vaccinations including flu shot</i>	No Charge	Not covered
<i>Colorectal cancer screening</i>	No Charge	Not covered
<i>Osteoporosis screening (medically necessary)</i>	No Charge	40%

Benefit Modifications:

- **Generic Prescriptions:** No annual deductible or co-insurance will be applied
- **Diabetes Management Training:** Subject to Deductible, covered at 80% in network & 60% out of network.
- **Respiratory Therapy:** Subject to Deductible, covered at 80% in network & 60% out of network.
- **Out of Network Emergency Services** (as defined under plan document): covered at 80% in & out of

network.

- **Out of Network Dialysis:** covered at 80% in network & 80% out of network - when no network option is available.

(1) Annual Deductible is applied for Inpatient Services at all hospitals

Deductible and Co-Insurance waived for Mexicali, (Mexico) Preferred Providers (PPO) up to \$5000.

Separate Mexico Network \$10 co-pay applies to all doctor's visits (office and specialist visit), and medical procedures (including but not limited to lab services, x-rays, surgeries and physical therapy)

(2) In-Hospital Admission Fee is separate from the Annual Deductible and will be charged for inpatient services

provided in El Centro Regional Medical Center and Pioneers Memorial Hospital

(3) Second Surgical Opinion, Hospital Pre-Certification, Length of Stay Review, Pre-Admission Testing and Medical Case Management.

(4) For services by Non-Preferred Providers, the County will only pay 60% of the allowable amount, the employee is responsible for all other charges.

Employee is responsible to verify the status of a Preferred or non-Preferred Provider prior to receiving services.

Teladoc \$10 per visit at www.teladoc.com

updated July 1, 2021

Article 5 - Life Insurance

The following life insurance benefits will be provided during the term of the Memorandum of Understanding:

- A. The County will provide each bargaining unit member, at the County's expense, group term life insurance coverage under the life insurance program as selected and modified by the Board of Supervisors, in the amount of \$150,000 dollars
- B. In addition, the county will contribute, for each bargaining unit member, the sum of \$15.00 per pay period toward the purchase of Voluntary Term Life Insurance coverage under the life insurance program as selected and modified by the Board of Supervisors. The bargaining unit member may, as permitted under the life insurance program as selected and modified by the Board of Supervisors, purchase such additional life insurance coverage as the employee may select, at the employee's expense.

Article 6 – Health Reimbursement Account (HRA)

- A. Effective January 1, 2013 the COUNTY will fund a Health Reimbursement Account for each bargaining unit member in the amount of \$1,000 every twenty-four (24) months. Funds may be used for eligible expenses similar to those allowed under a Flexible Spending Account. Any unused funds at the end of each twenty-four (24) month period will be forfeited. County reserves the right to make administrative decisions concerning the management of this program.
- B. Effective as soon as administratively feasible following ratification of the MOU, the COUNTY

will increase its contribution from \$1,750 to \$2,000 without extending the initial twenty-four (24) month period.

Article 7 - State Bar Dues

Upon presentation of proof of payment by an attorney bargaining unit member of the annual fees imposed by the State Bar of California, the County will reimburse the employee an amount not to exceed \$480.00, so long as the attorney is prohibited by the County from representing any client other than the County.

Article 8 - Uniform Allowance

For any bargaining unit member required by the County to wear a uniform, the County will provide a uniform allowance of \$700 per fiscal year.

Article 9 - Effect of Agreement

- A. The County and the Unit mutually agree that the terms and conditions set forth in the Articles and provisions of this Agreement represent the full and complete understanding and commitment between the parties as to those terms, which may not be altered, changed, added to, deleted from or modified unless by mutual consent in writing or by a procedure expressly allowing same stated in this Agreement.
- B. The County and the Unit mutually agree that this Agreement shall be in full settlement of all issues, which were, could have been, or may be the subject of meeting and negotiating. It is further agreed that no such issues shall be subject to meeting and negotiating during the term of this Agreement unless by mutual consent in writing or by a procedure expressly allowing same stated in this Agreement. The County has the right to act on any matter during the term of this Agreement as long as any such action is not in violation of this Agreement or is not a matter within the scope of representation, which is not covered by this agreement.
- C. Any policies and practices inconsistent with the express terms of this Agreement may be deleted by the County or modified to be consistent therewith. The County may amend, change, delete or adopt ordinances, policies and practices so long as such ordinances, policies and practices do not violate specific and express terms of this Agreement and do not modify matters within the scope of representation, which are not covered by this Agreement.

Article 10 - Administrative Leave

- A. All County officers and employees designated by the Board of Supervisors as management employees shall be entitled to sixty (60) hours of administrative leave with pay, on a fiscal year

basis. Such leave shall be non-ccumulative in nature, but shall be in addition to any vacation, holiday, or any other types of leave accumulated to the accounts of such employees.

B. All management employees shall be entitled to take administrative leave at the discretion of their department heads.

C. Administrative leave must be taken no later than June 15th of each fiscal year.

Article 11 - Deferred Compensation

The County agrees to provide to employees covered under this Memorandum of Understanding the opportunity to participate in the County's Deferred Compensation Program.

Article 12 - Sick Leave

Subject to the limitations and requirements of County Ordinance 3.08.190 or its successor, unit members earn sick leave at the rate of .04615 hours of sick leave for each paid, regularly-scheduled working hour, to a maximum of eighty (80) working hours in any pay period.

Any unit member who is entitled to sick leave, may, in any calendar year, use the unit member's accrued and available sick leave entitlement, in an amount not more than the sick leave that would be accrued during a six month period at the unit member's then current rate entitlement, to attend to an illness of a child, parent, spouse, registered domestic partner of the unit member or a child of the registered domestic partner of the member. All conditions and restrictions placed by the County upon the use by an employee of sick leave shall also apply to the use by an employee of sick leave to attend to an illness of his or her child, parent, or spouse under this Article.

- A. For the purposes of this paragraph, child means a biological, foster, or adopted child, a stepchild, a legal ward, or a child of a person standing in loco parentis. A Parent means a biological, foster, or adoptive parent, a stepparent, or a legal guardian.
- B. Nothing in this Article shall extend the maximum period of leave to which an employee is entitled under Government Code section 12945.2 or the federal Family and Medical Leave Act of 1993.

Article 13 - Vacation

Subject to the limitations and requirements of County Ordinance 3.08.230 or its successor, unit members earn vacation at the rate of .05769 hours of vacation for each paid, regularly-scheduled working hour, to a maximum of eighty (80) working hours in any pay period. Vacation credits may not be accumulated in excess of thirty (30) days. Unit members who have completed fifteen (15) years of continuous full time service earn .07692 hours of vacation for each paid, regularly-scheduled working hour, to a maximum of eighty (80) working hours in any pay period. Vacation

credits for those unit members may not be accumulated in excess of forty (40) days. For the purpose of this Article, service is continuous during approved paid or unpaid leaves. Service is not continuous if a unit member is hired following a voluntary or involuntary termination of employment. All employees covered by this Memorandum shall be eligible to take vacations when one (1) year of continuous County employment is completed.

Article 14 – Bereavement Leave

Every unit member holding a permanent, full time position in the unit shall be entitled to bereavement leave without a charge being made for such leave to the employee's accumulated sick-leave benefits for up to three (3) bereavement leave incidents per fiscal year as follows:

- A. Five (5) days of "bereavement leave" for each death in the employee's immediate family for incidents occurring within 250 miles of the eligible employee's residence.
- B. Seven (7) days of "bereavement leave" for each death in the employee's immediate family for incidents that occurs beyond a 250 mile radius of the eligible employee's residence.
- C. "Immediate family" for purposes of this benefit, is defined to include the employee's spouse, domestic partner, grandfather, grandmother, spouse's or domestic partner's grandfather or grandmother, father, mother, father-in-law, mother-in-law, son, son-in-law, daughter, daughter-in-law, sister, sister-in-law, brother, brother-in-law, grandchild of either spouse or domestic partner or employee, and any relative living in the immediate household and any of the equivalent step relationships of the listed above.
- D. An employee shall be entitled to no more than twenty-one (21) days of leave under this Article per fiscal year. However, the total allowable days shall be determined by the actual incidents, not to exceed fifteen days. Unused leave under Section 17 shall not accumulate from year to year.

Article 15 - Severability of Provisions

If any provision of this agreement, or any section subsection, subdivision, sentence, clause phrase, work, or portion of this agreement should be invalid or contrary to law, the remaining provisions shall not be affected, but shall continue to be given full force and effect as if the part so held had not been included herein.

Article 16 - Clarification

In the event any provision of this agreement or any provision of any County ordinance or policy or procedure enacted or amended to implement any provision of this agreement needs clarification, or

in the event of an inadvertent typographical or publication error, the County Administrative Officer may, with the advice of the County Counsel, issue administrative instructions clarifying the intent of said provisions as enacted. Said administrative instructions shall expire sixty (60) days from the date they were issued unless they are included in amendments added to such ordinances, policies or procedures by formal action of the Board of Supervisors.

Article 17 - Work Furloughs

- A. For the purposes of reducing County expenditures, the Board of Supervisors may require any employee to take no more than thirteen (13) working days per fiscal year of leave without pay. This leave will be called a "work furlough". The County shall provide at least ten (10) calendar days' written notice to each affected employee prior to the first day of each period of such work furlough. Prior to providing the notice, a County representative will be made available to explain to representatives of the Unit the financial basis for the furlough. This is for informational purposes only. Nothing in this provision means that the decision to require the furlough is subject to the grievance procedure. Nothing in this provision means that a work furlough is subject to meet and confer.
- B. Periods of work furlough shall not affect an employee's entitlement to County contribution toward health benefits, accrual of seniority, accrual of vacation and sick leave, period of probationary employment, or anniversary date; nor shall a period of work furlough be considered a break in service. Periods of work furlough shall not adversely affect an employee's retirement service credit or otherwise reduce his/her retirement benefits. In a department in which there are both bargaining unit members and non-bargaining unit members in the same classification (i.e., extra help, temporary, seasonal, substitute), the non-bargaining unit members will not be employed during periods when bargaining unit members in the same classification in the department are on work furlough.
- C. No employee may be required to take more than five (5) days per month of work furlough. If a furlough is required for more than one (1) day in a month, the employee's pay will not be reduced by more than one (1) day per pay period. The County will establish a schedule of pay reductions, in advance of and/or following the furlough to complete the pay reduction. Pay reductions may be in units of less than one day per pay period. If an employee is separated from service, any remaining reduction will be taken from the employee's remaining pay due.
- D. A decision to implement a furlough will not be made based upon whether the affected positions are "general fund" positions under the County budget, except to the extent required by law. The County intends that a furlough would normally be part of a general plan in which one or more departments as a whole would close for business to the extent possible under applicable law and the operational needs of the County, as determined by the Board. Other exceptions to department closure would be made only under specific circumstances

approved by the Board.

Article 18 - Disability Income Protection

The County shall permit the Management Bargaining Unit representing County Management Employees to arrange for Group Individual Disability Income Protection. Various levels of benefits will be offered to the different job classifications within the Management Bargaining Unit. Premiums are paid for by automatic payroll deductions with NO County contributions. ENROLLMENT INTO, OR EXITING out of the program will ONLY be allowed during the month of DECEMBER each year.

Article 19 - Probationary Period

Regular employees newly hired, rehired, transferred or promoted into the unit, shall serve a probationary period of one (1) year pursuant to the terms of applicable County policies and ordinances.

Article 20 - Tuition Reimbursement

Effective upon ratification of the MOU, the tuition reimbursement program will be eliminated for this unit and replace it with a \$600 tuition stipend to be issued the first full pay period in July 2025, or effective the first full pay period following ratification of the MOU, whichever is later. Thereafter, the stipend will be issued the first full pay period of every fiscal year.

Article 21 - Birthday Holiday

- A. Unit members shall be provided with the holidays provided in COUNTY Ordinance 3.08.250 under the conditions stated therein.
- B. In addition, unit members will receive a Birthday Holiday to be scheduled on or near the employee's birthday. Such holiday shall not be carried over from year-to-year, and shall be scheduled in cooperation with the Department Head consistent with the operational needs of the County. The holiday shall be an eight-hour period within a single day for employees who work a regularly scheduled eight-hour day or a regularly scheduled nine-hour day and a ten-hour day if the unit member is regularly scheduled to work a ten-hour day.

Article 22 – Enhanced Retirement Benefit

- 22.1 Effective July 1, 2005, the County began providing to eligible bargaining unit members who are general members of the County Retirement System as opposed to safety members, the

enhanced retirement benefits provided for in California Government Code section 31676.14 under the County Employees Retirement Law of 1937 on the terms and conditions set forth in this Article 22.

- 22.2 Pursuant to Government Code section 31676.14 and 31678.2, the County Board of Supervisors adopted a Resolution, which provided to eligible general retirement members an increase in the general service retirement allowance under the terms and conditions of Government Code sections 31676.14 and 31678.2, which shall be subject to the conditions set forth in this Article. Government Code sections 31676.14 and 31678.2 are incorporated by reference herein as though fully set forth.
- 22.3 Adoption of the resolution for the increased retirement benefit described in this Article was conditioned upon all eligible unit members paying the full additional contributions of both the County and the general member for the benefit upon the effective date of the benefit and any increases in the contributions of the general member and/or the County thereafter. The Retirement Board will set the exact current amount.
- 22.4 General members eligible for the benefit described in Section 22.1 above shall not be required to pay any estimated unfunded liability for the benefit, which existed prior to the effective date of the resolution whether known, or unknown by the County.
- 22.5 Both legacy employees and PEPRAs are responsible for payment of the UAAL for the supplemental retirement benefit. Under the original resolution providing for this supplemental retirement benefit, all members agreed to bear responsibility for the full payment of the UAAL associated with the supplemental retirement benefit such that the County would bear no additional cost. This obligation was and remains an obligation of all members in perpetuity. The legacy members shall continue to be required to pay the UAAL for supplemental retirement benefit in order to maintain the benefit. As PEPRAs are not eligible to receive such benefit, the County agrees to make the required payment of the UAAL on behalf of the PEPRAs effective first pay period following ratification of the MOU or July 1, 2022, whichever is later, the County proposes to extend the current PEPRAs contributions within the same terms and conditions as found in the current MOU through June 30, 2025. Such contributions on behalf of the County shall be non-refundable to the member.
- 22.6 The County's obligation to pay the UAAL for the enhanced benefit on behalf of PEPRAs employees shall terminate upon the expiration of this Agreement – i.e., June 30, 2027. At that time, the County will have no further obligation to make further payments of the UAAL for PEPRAs employees absent an express agreement between the parties. Moreover, the County will have no obligation to make payments of the UAAL for PEPRAs employees during the negotiation of a successor agreement. Instead, effective July 1, 2027, the arrangement will revert back to the original resolution with all members (both legacy and PEPRAs) being required to bear the full responsibility for payment of the UAAL for the supplemental retirement benefit.

In accordance with Government Code section 7522.30, this provision is not intended to constitute a payment of any portion of the required employee contribution to the normal cost of

the retirement benefits received by PEPRAs employees. Should it subsequently be determined that this provision violates the prohibition on the County's ability to pay for the employee contribution to the normal cost of PEPRAs employees' retirement benefits, the PEPRAs employees will be immediately required to resume payment of their share of the UAAL for the supplemental retirement benefit.

- 22.7 Unit members waive any right or entitlement they might otherwise have had to payment by the County of any increased payroll costs for the increased retirement benefit pursuant to Government Code sections 31676.14 and 31678.2.
- 22.8 Subject to the applicable policies, procedures, practices, and regulations, the County contribution to the Imperial County Employees Retirement System for retirement on behalf of each legacy bargaining unit member will continue to include a portion of the employee's contribution, not to exceed three (3) percent, during the term of this Memorandum of Understanding.
- 22.9 Unit members acknowledge that contribution rates are adjusted annually through an actuarial study with contribution rates set by the Imperial County Board of Retirement. Unit members agree that they shall pay those contribution rates, including any applicable increases, as established by the Imperial County Board of Retirement and adopted by the Board of Supervisors for all retirement benefits, subject to those contributions agreed to by the County in sections 22.5 and 22.8.

Article 23 - Pre Tax Contributions to Retirement Plan

The County proposes to treat employee contributions to the County Retirement Plan as if they were the employer contributions within the meaning of 26 U.S.C. section 414(h)(2) which shall result in unit member contributions to the retirement plan being paid by unit members but being made on a pre-tax basis to reduce gross taxable wages. This proposal is conditional upon the agreement of all bargaining units. If all bargaining units tentatively agree in writing, the Board of Supervisors will adopt a resolution, which will become effective January 1, 2006. The parties agree that the County shall not be liable for and is not responsible for advising individual employees on the impacts of this plan on their current personal tax liability or upon the individual taxation of the withdrawal or receipt of retirement contributions as a result of the adoption of a resolution pursuant to this provision.

Article 24 - Nonservice Connected Disability Retirement Benefit

Pursuant to Government Code section 31727.7, nonservice-connected disability pensions shall be provided to all eligible bargaining unit members who are general or safety members based on years of credited service on the conditions set forth below:

- A. Pursuant to Government Code section 31727.7, a non-service connected disability

allowance shall be provided to disability retirements effective on or after January 1, 2006 in lieu of any other allowance to a general or safety member who has five (5) years or more credited service based on the following table:

Years of credited service:	Percentage of final compensation
Five years, but less than six years	20.0
Six years, but less than seven years	22.0
Seven years, but less than eight years	24.0
Eight years, but less than nine years	26.0
Nine years, but less than ten years	28.0
Ten years, but less than eleven years	30.0
Eleven years, but less than twelve years	32.0
Twelve years, but less than thirteen years	34.0
Thirteen years, but less than fourteen years	36.0
Fourteen years, but less than fifteen years	38.0
Fifteen or more years	40.0

- B. The nonservice-connected disability retirement allowance shall only apply to:
1. Persons who become members of the retirement system after the operative date prescribed in Section 31727.7;
 2. Management and confidential employees and employees not part of a bargaining unit who were members prior to the operative date prescribed in Section 31727.7 and elect to be subject to this section on or after the operative date in Section 31727.7. The Board of Supervisors shall prescribe the time period and conditions governing the election.
- C. The nonservice-connected disability retirement allowance described in section A above shall not be enacted unless the representatives of all County bargaining units enter into a tentative agreement including this Article 25 requiring their members to be enrolled in this benefit on or before November 1, 2005.

Article 25 - State Disability Insurance

Pursuant to California Unemployment Insurance Code sections 701 and 710.5, COUNTY agrees to elect to have unit members covered by elective SDI coverage. The cost of SDI coverage and corresponding benefits shall be funded exclusively by employee paid payroll deductions as set forth by applicable SDI regulations. The COUNTY shall bear no costs for coverage or benefits.

Article 26 – Vacation Buy Back

Unit members to participate in vacation buy back up to a maximum of 80 hours. All other criteria of the current program will apply.

Article 27 – Re-opener Provisions

There will be no reopeners for the term of this MOU. This Article shall in no way preclude the parties from meeting and conferring as required over any modification to the Drug and Alcohol Policy; County of Imperial Employee Handbook, Sexual Harassment Policy, FMLA Policy and the County of Imperial Employer-Employee Relations Policy; nor shall this Article preclude the parties' participation in any effects bargaining obligations pertaining to the exercise of the County's Management Rights.

Article 28 – AB 119 Employee Orientation

The County will provide a representative of Management with 20 minutes at the end of each orientation (estimated from 11:40 a.m.-12:00 p.m.) to meet with new association members.

Additionally, the County will provide, within 30 days of hire and at least every 120 days, the name, job title, department, work location, work/home/cellular number, personal email addresses and home address that are on file with the County of Imperial Human Resources Department.

Article 29- Classification and Compensation Study

During the term of this MOU, the parties agree to meet and confer over the potential implementation of adjustments based on the County's pending Classification and Compensation Study.

Additional Items:


The County agrees to provide Management members with Cesar Chavez Day (March 31) as a holiday in the same terms and conditions as those provided to in County Ordinance 3.08.250.


For the IC Management Bargaining Unit

Date: June 20, 2025

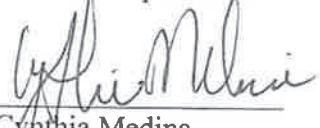

For the IC Management Bargaining Unit

Date: June 20, 2025



For the County of Imperial
John Hawk, Chairman of the Imperial County
Board of Supervisors

Date: 6.24.25



Cynthia Medina
Clerk of the Board of Supervisors

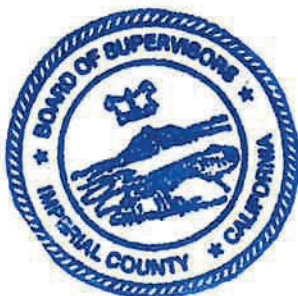
MOU Ratified by the Board of Supervisors on June 24, 2025

Attachment A

Management Unit

Positions	Range
Administrative Manager-District Attorney	325
Administrative Manager-Public Health	330
Administrative Manager-Sheriff's Office	325
Administrative Services Manager	362
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Air Pollution Control Division Manager	362
Airport Manager	330
Area Agency on Aging Manager	304
Assistant Agricultural Commissioner /Sealer of Weights and Measures	401
Assistant Air Pollution Control Officer	401
Assistant Auditor-Controller	377
Assistant County Assessor	354
Assistant County Clerk – Recorder	298
Assistant Director of Behavioral Health	415
Assistant Director of Child Support Services	438
Assistant Director of Planning and Building Services	401
Assistant Director of Public Works	425
Assistant Director of Social Services	415
Assistant Director of the Workforce Development Office	354
Assistant District Attorney	458
Assistant Public Administrator –Guardian-Conservator	330
Assistant Public Defender	458
Assistant Retirement Administrator	337
Assistant Treasurer Tax Collector	354
Audits and Systems Manager	323
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Chief Deputy Treasurer-Tax Collector	330
Child Support Program Manager	362
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Health Promotion Manager	362
Homeless Services Manager	362
Information & Technical Services Manager	394
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Maternal Child and Adolescent Health Manager	386
Medical Director	452
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Public Health Laboratory Manager	362
Public Health Nursing Manager	386
Registrar of Voters-Election Manager	362
Senior Behavioral Health Manager	384
Small Business Development Center Manager	342
Special Accounting Manager	330
Workforce Development Office Administrative Manager	304
Workforce Development Office Program & Compliance Manager	304



I hereby certify that the foregoing instrument is a correct copy of the original on file with this office.

Date: 7/1/25

Approved by the Board of Supervisors

6/24/25

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Date

Minute Order #

Clerk of the Board of Supervisors
County of Imperial

BY: M. Donayre
Deputy