

**AMENDMENT NO. 2 TO THE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COUNTY OF KERN COUNTY  
AND  
KERN COUNTY PROSECUTORS' ASSOCIATION  
FOR BARGAINING UNIT P**

This Amendment No. 2 to the Agreement between the County of Kern and Kern County Prosecutors' Association for Bargaining Unit P, entered June 4, 2024, between the COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and Kern County Prosecutors' Association hereafter "KCPA"), after having met and conferred in good faith;

WITNESSETH:

WHEREAS, the County and KCPA entered into a Memorandum of Understanding (Kern County Agt. 586-2021 (hereafter "MOU") effective from September 28, 2021, through June 30, 2025; and

WHEREAS, the County and KCPA amended the MOU on April 18, 2023 (Kern County Agt. 197-2023) to extend the MOU to be effective from September 28, 2021 through June 30, 2025, and increase the effectiveness in recruiting and retaining attorneys for the District Attorney's Office and Department of Child Support Services by including equity adjustments to wages, recruitment bonus for new hires, and enhancing special assignment pay; and

WHEREAS, the MOU provides for a reopener to negotiate an additional cost of living adjustment to take effect July 13, 2024; and

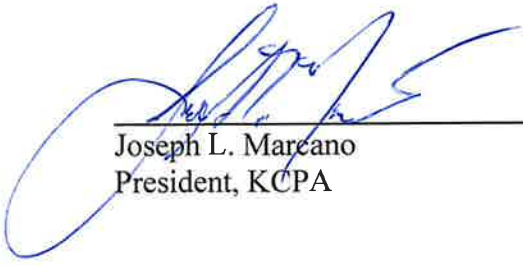
WHEREAS, County and KCPA met and conferred in good faith over the reopener for an additional cost of living adjustment in 2024 to address increases in the cost of living affecting KCPA members;

WHEREAS, in accordance with the Agreement, representatives of County and KCPA jointly propose the following changes to the current Agreement.

**NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:**

1. The parties agree that Article VIII, Compensation, Section G, shall include the following language:
  1. Effective with the pay period following July 1, 2024, employees covered by this MOU will receive an additional COLA of two percent (2.0%) of their base salary, which is represented by an adjustment in salary range of 0.4 for each covered classification.
2. Except as amended herein, each and every term of the Agreement shall remain in full force and effect.

**KCPA:**



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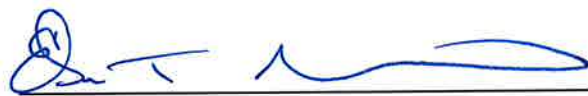
Joseph L. Marciano  
President, KCPA

**COUNTY OF KERN:**



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Chairman, Board of Supervisors



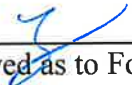
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Elsa Martinez  
Interim County Administrative Officer



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Tracey Eldridge  
Chief Human Resources Officer



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Approved as to Form  
Kate Zimmermann  
Deputy County Counsel