

Kern County
Agt. # 288-2024

**AMENDMENT NO. 3 TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF KERN
AND
KERN COUNTY SHERIFF'S COMMAND ASSOCIATION III
FOR BARGAINING UNIT Z**

This Amendment No. 3 to the Agreement between the County of Kern and Kern County Sheriff's Command Association III for Bargaining Unit Z, entered June 4, 2024, between the COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and Kern County Sheriff's Command Association III (hereafter "KCSCA III"), after having met and conferred in good faith;

WITNESSETH:

WHEREAS, the County and KCSCA III entered into a Memorandum of Understanding (Kern County Agt. 449-2023 (hereafter "MOU") effective from July 25 2023, through June 30, 2026; and

WHEREAS, County and KCSCA III met and conferred in good faith over the reopener for an additional cost of living adjustment in 2023 to address increases in the cost of living affecting KCSCA III members;

WHEREAS, County and KCSCA III met and conferred to add Article XII to the current MOU to allow for recovery of overpayments or correction of underpayment of wages or employee benefits; and

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

WHEREAS, County and KCSCA III 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 KCSCA III members;

WHEREAS, in accordance with the Agreement, representatives of County and KCSCA III 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 5, Subsection E.1, shall include the following language:
 - E. Additional COLAs in 2024 and 2025
 1. Employees covered by this MOU shall 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. This additional COLA shall take effect the pay period beginning July 13, 2024.

2. Except as amended herein, each and every term of the Agreement shall remain in full force and effect.

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KCSCA III:




Josh Nicholson
President, KCSCA III


COUNTY OF KERN:




Chairman, Board of Supervisors



Elsa Martinez
Interim County Administrative Officer



Tracey Eldridge
Chief Human Resources Officer



Approved as to Form
Kate Zimmermann
Deputy County Counsel