



Pm 31

January 23, 2024

Board of Supervisors  
Kern County Administrative Center  
1115 Truxtun Avenue  
Bakersfield, CA 93301

**PROPOSED MEMORANDUM OF UNDERSTANDING BETWEEN KERN COUNTY FIRE FIGHTERS UNION – CIVILIAN UNIT AND THE COUNTY OF KERN PROVIDING CHANGES TO WAGES, HOURS, AND TERMS AND CONDITIONS OF EMPLOYMENT EFFECTIVE JANUARY 27, 2024 AND EXPIRING JUNE 30, 2026**

**Fiscal Impact: None**

The Human Resources Division requests that your Board approve the attached Memorandum of Understanding (“MOU”) with the Kern County Fire Fighters Union, Inc., International Association of Firefighters, Local 1301 (“KCFFU”) covering the non-sworn (“civilian”) Fire classifications designated within Bargaining Unit “0.”

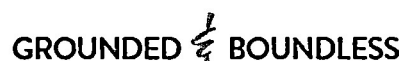
**Background**

During the Fiscal Year 2023-2024 budget process, your Board approved funding for the Fire Department to establish an enhanced paramedic program using Measure K revenue. Part of this program is the establishment of civilian medical units to augment sworn safety squads and provide enhanced paramedic services to the unincorporated areas of Kern County. This led to the creation of two new civilian classifications titled First Responder Paramedic and First Responder Medical Unit Operator. The work intended to be performed by these classifications is new work for Kern County, so the classifications were initially placed in the unrepresented bargaining unit.

Additionally, your Board and the Fire Department have pursued the civilianization of its Fire Prevention services over the course of the last several years. In the Fall of 2023, your Board created the Assistant Fire Marshal classification to supervise the Fire Prevention unit. This work has been done by sworn personnel within the Fire Department. This classification was also initially placed in the unrepresented bargaining unit.

Pursuant to the County’s Employer-Employee Relations Resolution, a new representation unit has been approved by the Chief Human Resources Officer and Chief Administrative Officer. At the time there were no employees hired within these three classifications.

The County has since negotiated with KCFFU to become the recognized employee organization for the unit and to establish terms and conditions for employment for these three classifications. Separately, your Board will



consider assigning this representation unit within Bargaining Unit "0," and certifying KCFFU as the recognized employee organization.

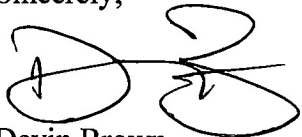
**Proposed Action**

This letter requests that your Board approve the negotiated terms and conditions for Bargaining Unit "0" contained in the attached MOU. The term of the MOU mirrors the term of the existing MOU for sworn KCFFU personnel. The proposed salary increases in future years of the agreement also are commensurate with those included in that MOU. Additional terms, such as general retirement, deferred compensation matching, and paid time off are identical to those already afforded to non-safety employees.

There is no additional fiscal impact caused by this MOU during the current fiscal year. All wages for the affected classifications have already been established and budgeted.

Therefore, **IT IS RECOMMENDED** that your Board approve the attached MOU, authorize the Chairman to sign, and direct Human Resources Division and Auditor-Controller to implement effective January 27, 2024.

Sincerely,

A handwritten signature in black ink, appearing to read "Devin Brown", with a stylized flourish at the end.

Devin Brown  
Chief Human Resources Officer

cc: Aaron Duncan, Fire Chief  
David Nelson, KCFFU President  
Dominic Brown, KCERA CEO