

**AMENDMENT NO. 3 TO THE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COUNTY OF KERN  
AND  
KERN COUNTY SHERIFF'S COMMAND ASSOCIATION  
FOR BARGAINING UNITS N, R**

Kern County

Agt. # 281e-2024

This Amendment No. 3 to the Agreement between the County of Kern and Kern County Sheriff's Command Association for Bargaining Units N and R, 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 (hereafter "KCSCA"), after having met and conferred in good faith;

WITNESSETH:

WHEREAS, the County and KCSCA entered into a Memorandum of Understanding (Kern County Agt. 447-2023 (hereafter "MOU") effective from July 25, 2023, through June 30, 2026; and

WHEREAS, County and KCSCA 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 members;

WHEREAS, County and KCSCA 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 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 members;

WHEREAS, in accordance with the Agreement, representatives of County and KCSCA 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.

**KCSCA:**



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Josh Nicholson  
President, KCSCA

**COUNTY OF KERN:**




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Chairman, Board of Supervisors



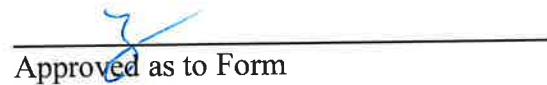
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Elsa Martinez  
Interim County Administrative Officer



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Tracey Eldridge  
Chief Human Resources Officer



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Approved as to Form  
Kate Zimmermann  
Deputy County Counsel