

**AMENDMENT NO. 2 TO THE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COUNTY OF KERN  
AND  
KERN COUNTY DETENTION OFFICERS' ASSOCIATION  
FOR BARGAINING UNITS T AND V**

Kern County

Agt. # 191-2023

This Amendment No. 2 to the Agreement between the County of Kern and Kern County Detention Officers' Association for Bargaining Units T and V, entered APR 18 2023, between the COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and Kern County Detention Officers' Association (hereafter "KCDOA"), after having met and conferred in good faith:

WITNESSETH:

WHEREAS, the County and KCDOA entered into a Memorandum of Understanding (Kern County Agt. 688-2021) (hereafter "MOU") effective from November 9, 2021 through June 30, 2024; and

WHEREAS, the County and KCDOA mutually agreed to reopen the salary adjustment and recruitment bonus provisions of the MOU to address the recruitment and retention challenges and amended the MOU to provide an equity adjustment for all classifications, effective January 14, 2023; and

WHEREAS, the MOU provides for a reopener to negotiate an additional cost of living adjustment to take effect July 1, 2023; and

WHEREAS, County and KCDOA 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 KCDOA members;


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

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

1. The parties agree that Article V, Section 10, Subdivision C.2 shall be replaced with:  
  
Section 10. Salary Adjustments  
  
C. Additional COLAs
  2. Employees covered by this MOU shall receive an additional COLA of four percent (4.0%) of their base salary, which is represented by an adjustment in salary range of 0.8 for each covered classification. This additional COLA shall take effect the pay period beginning July 1, 2023.
2. Except as amended herein, each and every term of the Agreement shall remain in full force and effect.

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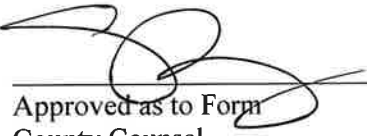
KCDOA:

  
\_\_\_\_\_  
Brian Andrews,  
President, KCDOA

COUNTY OF KERN:

  
\_\_\_\_\_  
Chairman, Board of Supervisors

  
\_\_\_\_\_  
Devin W. Brown  
Chief Human Resources Officer

  
\_\_\_\_\_  
Approved as to Form  
County Counsel