

**Side Letter Agreement  
Between the County of Kern  
and**

Kern County

Agt. # 082-2025

**Kern County Sheriff's Command Association**

This Side Letter Agreement ("Agreement"), entered on FEB 11 2025 between COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and Kern County Sheriff's Command Association (hereafter "KCSCA"), (hereafter collectively referred to as "the Parties") after having met and conferred in good faith, mutually agree to the following:

1. The Parties have previously agreed to and executed the County and KCSCA Memorandum of Understanding ("MOU") Agreement #447-2023 dated July 25, 2023, that covers terms and conditions of employment for represented employees.
2. The Parties agree to include this Side Letter Agreement to, Article VIII – Compensation, Section 5, Salary Adjustments:
  - a. When promoting to the Lieutenant classification, the starting step in the 10-step salary schedule will be step 8 effective beginning February 22, 2025.
  - b. All existing Lieutenants step range will be increased 3 steps unless the employee maxes at a step 10, effective February 22, 2025.
3. Modify Article VIII-Compensation, Section 4 POST Certificate Pay:
  - A. All covered employees within this bargaining unit who have successfully achieved the POST Supervisory Certificate shall be eligible for a special allowance pay equivalent to 5% of the employee's biweekly base salary. An employee shall be entitled to the special allowance pay once the employee has met the established educational and length of service requirements and the department has approved and submitted the application to the State POST Commission for processing.
4. Except as specifically provided herein, all provisions, terms, and conditions in the current or successor MOU between County and KCSCA, as amended, shall remain in full force and effect. If, however, any specific provision, term, or condition contained herein is in direct conflict with any provision, term, or condition of the current or successor MOU, the specific provision of this Agreement shall control.
5. No provision, term, or condition of this Agreement shall be modified, waived, changed, breached, or terminated without written mutual agreement of the Parties.

KCSCA:



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Joshua Nicholson  
President

COUNTY OF KERN:



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Leticia Perez  
Chairperson, Board of Supervisors




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Tracey A. Eldridge  
Chief Human Resources Officer



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Larry McCurtain  
Undersheriff



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Approved as to Form  
Kate Zimmermann  
Deputy County Counsel