

**AMENDMENT NO. 2 TO THE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COUNTY OF KERN  
AND  
KERN COUNTY FIRE FIGHTERS UNION, IAAF LOCAL 1301  
FOR BARGAINING UNITS F, 7**

Kern County  
Agt. # 285-2024

This Amendment No. 2 to the Agreement between the County of Kern and Kern County Fire Fighters Union for Bargaining Units F and 7, entered June 4, 2024, between the COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and Kern County Fire Fighters Union (hereafter "KCFFU"), after having met and conferred in good faith;

WITNESSETH:

WHEREAS, the County and KCFFU entered into a Memorandum of Understanding (Kern County Agt. 545-2023 (hereafter "MOU")) effective from September 26, 2023, through June 30, 2026; and

WHEREAS, County and KCFFU met and conferred in good faith over inadvertently excluding Firefighter – Overhire Recruits, Supervising Fire Aviation Specialist, Supervising Fire Investigator, and Supervising Fire Handcrew Specialist classification from Article X of the MOU;

WHEREAS, the MOU provides for a reopener to negotiate an additional cost of living adjustment to take effect the first pay period following July 1, 2024; and

WHEREAS, County and KCFFU 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 KCFFU members;


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

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

1. The parties agree that Article X, Salaries, Subsection E.1, shall include the following language:
  - E. The County agrees to reopen negotiations for an additional COLA only that could take effect the first pay period following July 1, 2024 and July 1, 2025. Such negotiations would start no earlier than January 1, 2024 and January 1, 2025.
    1. Employees covered by this MOU shall receive an additional COLA of two percent (2.0%) of their base salary, which is represented 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.

**KCFFU:**

**COUNTY OF KERN:**



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Dave Nelson  
President, KCFFU



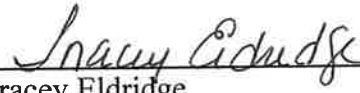
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Chairman, Board of Supervisors




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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