

**AMENDMENT NO. 2 TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF KERN
AND
KERN COUNTY LAW ENFORCEMENT ASSOCIATION
FOR BARGAINING UNITS L, 8**

This Amendment No. 2 to the Agreement between the County of Kern and Kern County Fire Fighters Union for Bargaining Units L and 8, entered June 4, 2024, between the COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and Kern County Law Enforcement Association (hereafter "KLEA"), after having met and conferred in good faith;

WITNESSETH:

WHEREAS, the County and KLEA entered into a Memorandum of Understanding (Kern County Agt. 446-2023 (hereafter "MOU") effective from July 25, 2023, through June 30, 2026; and

WHEREAS, County and KLEA 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 KLEA members;

WHEREAS, the MOU provides for a reopener to negotiate an additional cost of living adjustment to take effect July 13, 2024; and

WHEREAS, County and KLEA 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 KLEA jointly propose the following changes to the current Agreement.

NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

1. The parties agree that Article III, Section 1, Subsection C.3, shall include the following language:
 - C. Additional COLAs
 3. 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.

KLEA:



Tim Caughron
President, KLEA

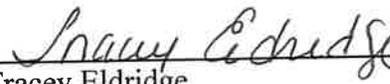
COUNTY OF KERN:



Chairman, Board of Supervisors



Elsa Martinez
Interim County Administrative Officer



Tracey Eldridge
Chief Human Resources Officer



Approved as to Form
Kate Zimmermann
Deputy County Counsel