

**SIDE LETTER AGREEMENT
BETWEEN THE COUNTY OF KERN AND THE
KERN COUNTY FIRE FIGHTERS UNION, IAAF LOCAL 1301**

WHEREAS, the County of Kern ("County") and the Kern County Fire Fighters Union, IAAF Local 1301 ("KCFFU") desire to maintain effective employer-employee relations for employees of the Kern County Fire Department; and

WHEREAS, representatives of the County and the KCFFU (collectively referred to herein as the "Parties") most recent Memorandum of Understanding ("MOU") providing for wages, hours, and terms and conditions of employment expired on December 31, 2022;

WHEREAS, the Parties have negotiated a successor MOU to a full tentative agreement, which will be presented for ratification of the membership and approval of the Board of Supervisors;

WHEREAS, the Parties have additionally met and conferred in good faith and reached separate agreement over the implementation of the Kern County Fire Department's proposed Enhanced Paramedic Program, which will be funded through the County's receipt of sales tax revenue from the Measure K ballot measure approved by the voters of Kern County on November 8, 2023.

NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

1. The Parties agree that the Kern County Fire Department shall have the ability to begin filling the safety positions included in the proposed Enhanced Paramedic Program as follows:
 - a. Fiscal Year 2023-2024
 - i. Two 56-hour Safety Squads, which include one Fire Captain and one Firefighter each (total of 6 Fire Captains and 6 Firefighters)
 - ii. One Fire Battalion Chief for program supervision
 - b. Fiscal Year 2024-2025
 - i. One additional 56-hour Safety Squad, which shall include one Fire Captain and one Firefighter (total of 3 Fire Captains and 3 Firefighters)
 - ii. One additional Fire Captain for administrative purposes
2. The Parties further agree to continue to meet and confer over the implementation of the three civilian Medical Units, which shall include the bargaining unit designation, representation, classification details, and compensation of all included positions, with a desire to complete this process to implement the remainder of the program by January 1, 2024.
3. This Side Letter Agreement does not alter, modify, or limit in any way the parties' ability to hold to or make separate proposals for compensation as part of the ongoing successor MOU negotiations.

COUNTY OF KERN:

By: 
Jeff Flores, Chair
Board of Supervisors SEP 26 2023


KERN COUNTY FIRE FIGHTERS UNION, IAAF LOCAL 1301

By: 
David Nelson, KCFFU, IAAF Local 1301

APPROVED AS TO CONTENT:

By: 
Devin W. Brown, Chief Human Resources Officer

APPROVED AS TO FORM:
Office of the County Counsel

By: 
Stephanie Bouey, Deputy County Counsel