

**Amendment No. 1 to  
Side Letter Agreement  
Between the County of Kern  
and  
Kern Law Enforcement Association**

Kern County  
Agt. # 155-2022

This Amendment No. 1 to Side Letter Agreement #521-2020 between COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and KERN LAW ENFORCEMENT ASSOCIATION (hereafter "KLEA"), (hereafter collectively referred to as "the Parties") after having met and conferred in good faith, mutually agree to changes in terms and conditions of employment as follows:


1. The Parties have previously agreed to and executed the Memorandum of Understanding ("MOU") (Agreement #687-2021 dated November 9, 2021) that covers terms and conditions of employment for represented employees.
2. Prior to entering into the current MOU, the Parties had met and conferred in good faith to address continued challenges related to recruitment of Deputy Sheriff Personnel and agreed to Side Letter Agreement #521-2020 providing a \$25,000 non-pensionable recruitment bonus for all new Kern County employees laterally appointed into the Deputy Sheriff classification and expiring June 30, 2022.
3. The Parties agree to extend the expiration date of Side Letter Agreement #521-2020 through June 30, 2025.
4. The parties agree to provide an additional \$5,000 to all new Kern County employees laterally appointed into the Deputy Sheriff classification for expenses related to accepting an appointment as a Deputy Sheriff and relocating to Kern County. The relocation stipend applies only for relocation of 50 miles or more. The \$5,000 relocation stipend will be made payable the first pay period following the date their employment commences.
5. Except as specifically provided herein, all provisions, terms, and conditions in the current or successor MOU between County and KLEA, as well as Side Letter Agreement #521-2020, shall remain in full force and effect. If any specific provision, term, or condition contained herein is in direct conflict with any provision, term, or condition of the current or successor MOU or Side Letter Agreement #521-2020, the specific provision of this Agreement shall control.
6. No provision, term, or condition of this Agreement shall be modified, waived, changed, breached, or terminated without written mutual agreement of the Parties.

**The remainder of this page is intentionally left blank.**

**KERN LAW ENFORCEMENT  
ASSOCIATION:**

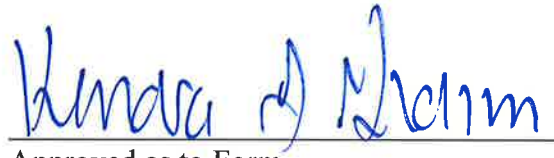
  
\_\_\_\_\_  
Timothy Caughron  
President, KLEA

**COUNTY OF KERN:**

  
\_\_\_\_\_  
Chairman, Board of Supervisors  
MAR 29 2022

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

  
\_\_\_\_\_  
Doug Jauch  
Undersheriff, Kern County Sheriff's Office

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