

**AMENDMENT NO. 1 TO THE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COUNTY OF KERN  
AND  
KERN COUNTY SHERIFF'S COMMAND ASSOCIATION III  
FOR BARGAINING UNIT Z**

Kern County  
Agt. # 194-2023

This Amendment No. 1 to the Agreement between the County of Kern and Kern County Sheriff's Command Association III for Bargaining Unit Z, entered APR 18 2023, between the COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and Kern County Sheriff's Command Association III (hereafter "KCSCA III"), after having met and conferred in good faith:

WITNESSETH:

WHEREAS, the County and KCSCA III entered into a Memorandum of Understanding (Kern County Agt. 709-2021) (hereafter "MOU") effective from November 16, 2021 through June 30, 2024; and

WHEREAS, the MOU provides for a reopener to negotiate an additional cost of living adjustment to take effect July 1, 2023; and

WHEREAS, County and KCSCA III 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 KCSCA III members;

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

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

1. The parties agree that Article VIII, Section 5, Subdivision C.2 shall be replaced with:  
  
Section 5.     Salary Adjustments  
  
C.     Additional COLAs
  2. Employees covered by this MOU shall receive an additional COLA of four percent (4.0%) of their base salary, which is represented by an adjustment in salary range of 0.8 for each covered classification. This additional COLA shall take effect the pay period beginning July 1, 2023.
2. Except as amended herein, each and every term of the Agreement shall remain in full force and effect.

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KCSCA III:



Josh Nicholson,  
President, KCSCA III

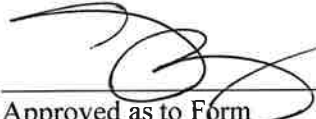
COUNTY OF KERN:



Chairman, Board of Supervisors



Devin W. Brown  
Chief Human Resources Officer



Approved as to Form  
County Counsel