

Kern County
Agt. # 1916-2023

**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 begun negotiations over a successor MOU, but have not reached a full tentative agreement which has been presented for ratification of the membership and approval of the Board of Supervisors;

WHEREAS, the Parties have met and conferred in good faith and reached separate agreement over the implementation of a Cost-of-Living Adjustment (“COLA”) to be effective July 1, 2023;

NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

1. While the Parties continue to negotiate over a successor MOU, the Parties agree to implement an additional COLA for all KCFFU members during 2023.
2. Employees covered by the KCFFU 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 July 1, 2023.
3. If the Parties reach agreement on a successor MOU prior to implementation of this additional COLA, this Side Letter Agreement will be incorporated into such successor MOU and implemented in addition to those other terms and conditions agreed upon by the Parties.
4. 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.

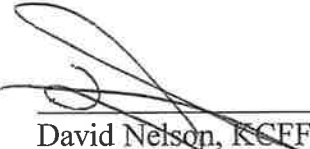
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COUNTY OF KERN:

By:  APR 18 2023

Jeff Flores, Chair
Board of Supervisors

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: _____
Kendra L. Graham, Assistant County Counsel