

Kern County
Agt. # 271-2026

**Amendment No. 1 to Side Letter Agreement
Between the County of Kern
And
Kern County Sheriff's Command Association III**

This Side Letter Agreement ("Agreement"), entered on JUN 09 2026 between COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and Kern County Sheriff's Command Association III hereafter "KCSCA III"), (hereafter collectively referred to as "the parties") after having met and conferred in good faith, mutually agree to the following:

1. The parties have previously agreed to and executed the County and KCSCA III Memorandum of Understanding ("MOU") (Agreement #449-2023, dated July 25, 2023) that covers terms and conditions of employment for represented employees.
2. The parties previously met and conferred in good faith to modify Article VIII – Compensation, Section 4, POST Certificate Pay, and agreed to Side Letter Agreement #083-2025 providing a POST Supervisory Certificate special allowance pay equivalent to 5% of the employee's bi-weekly base salary for Chief Deputy Sheriffs.
3. The Parties have since met and conferred in good faith to amend the existing Side Letter Agreement #083-2025 to now include Chief District Attorney's Investigator as a classification that qualifies for the POST Supervisory Certification pay.
4. The Parties agree to amend Side Letter Agreement #083-2025 as follows:

Section 4. POST Certificate Pay

- B. All Chief Deputy Sheriff's and Chief District Attorney's Investigator's within this Bargaining Unit who have successfully achieved the POST Supervisory Certificate shall be eligible for a special allowance pay equivalent to 5% of the employee's bi-weekly base salary. An employee shall be entitled to special pay once the employee has met the established educational and length of service requirements and the department has approved and submitted the application to the State P.O.S.T. Commission for processing
5. Except as specifically provided herein, all provisions, terms, and conditions in the current or successor MOU between County and KCSCA III, as amended, shall remain in full force and effect. If, however, any specific provision, term, or condition contained herein is in direct conflict with any provision, term, or condition of the current or successor MOU, the specific provision of this Agreement shall control.

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6. No provision, term, or condition of this Agreement shall be modified, waived, changed, breached, or terminated without written mutual agreement of the Parties.

KCSCA III:



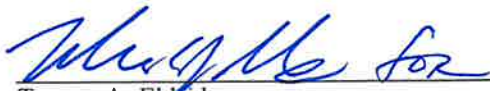
Joshua Nicholson
President, KCSCA III

COUNTY OF KERN:



Chairman
Board of Supervisors

PHILLIP PETERS



Tracey A. Eldridge
Chief Human Resources Officer



Approved as to Form
County Counsel