

**Side Letter Agreement
Between the County of Kern
and
Kern County Detention Officers' Association**

Kern County

Agt. # 218-2020

This Side Letter Agreement ("Agreement"), entered into this 21st day of April, 2020 between COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and KERN COUNTY DETENTION OFFICERS' ASSOCIATION (hereafter "KCDOA"), (hereafter collectively referred to as "the Parties") after having met and conferred in good faith, mutually agree to changes to the Sheriff's Detentions Deputy classification to assist in recruitment and retention, as follows:

1. The Parties have previously agreed to and executed the County of Kern and Kern County Detention Officers' Association Memorandum of Understanding (Agreement #150-2019, dated March 26, 2019) that covers terms and conditions of employment for represented employees.
2. The Parties have since met and conferred in good faith to address solutions for the current shortage in detentions staffing, including but not limited to addressing issues with recruitment and retention for the Sheriff's Detention Deputy classification.
3. The Parties agree to making revisions to the job specification for Sheriff's Detentions Deputy, Item No. 4544, to remove the requirement for PC832 Arrest and Firearms course certificates as a minimum qualification for new applicants.
4. The Parties further agree that the County and Kern County Sheriff's Office will cover expenses for PC832 Arrest and Firearms course certificates training and certification for newly appointed employees in the Sheriff's Detentions Deputy classification. Newly appointed employees to the Sheriff's Detentions Deputy classification will be provided a single opportunity to attend paid training provided by the Kern County Sheriff's Office, at no expenses to the employee, but must successfully complete the training provided by the Kern County Sheriff's Office or otherwise obtain the PC832 Arrest and Firearms course certificate within 12 months of the date of initial appointment in order to achieve permanent status in the Sheriff's Detention Deputy classification.
5. The parties agree to implement a non-pensionable recruitment bonus not to exceed \$10,000 for all new Kern County employees appointed into the Sheriff's Detentions Deputy classification. The schedule for the recruitment bonus shall be:
 - a. \$3,000 upon appointment to a permanent Sheriff's Detentions Deputy position;
 - b. \$2,000 upon satisfactory completion of the one-year probationary period;
 - c. \$2,000 upon completion of two years of continuous service with the Kern County's Sheriff's Office;
 - d. \$3,000 upon completion of three years of continuous service with the Kern County Sheriff's Office.
6. This Agreement shall be effective on the date of approval and execution by the Board of Supervisors.

7. Except as specifically provided herein, all provisions, terms, and conditions in the current or successor Memorandum(s) of Understanding between County and KCDOA ("MOU"), 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.
8. No provision, term, or condition of this Agreement shall be modified, waived, changed, breached, or terminated without written mutual agreement of the Parties.

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**KERN COUNTY DETENTION
OFFICERS' ASSOCIATION:**



Dustin Alkire
President, KCDOA

COUNTY OF KERN:



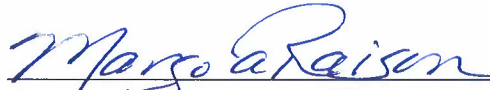
Chairman, Board of Supervisors



Devin Brown
Chief Human Resources Officer



Doug Jauch
Undersheriff, Kern County Sheriff's Office



Approved as to Form
County Counsel