

**AMENDMENT NO. 1 TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF KERN
AND
KERN COUNTY FIRE FIGHTERS UNION CIVILIAN NON-SAFETY
FOR BARGAINING UNIT 0**

Kern County

Agt. # 284-2024

This Amendment No. 1 to the Agreement between the County of Kern and Kern County Fire Fighters Union Civilian for Bargaining Unit 0, entered JUN 04 2024, 2024, between the COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and Kern County Fire Fighters Union Civilian hereafter "KCFFU Civilian Non-Safety"), after having met and conferred in good faith;

WITNESSETH:

WHEREAS, the County and KCFFU Civilian Non-Safety entered into a Memorandum of Understanding (Kern County Agt. 032-2024 (hereafter "MOU") effective from January 23, 2024, through June 30, 2026; and

WHEREAS, the MOU provides for a reopener to negotiate an additional cost of living adjustment to take effect the first pay period following July 1, 2024; and

WHEREAS, County and KCFFU Civilian Non-Safety met and conferred in good faith over the reopener for an additional cost of living adjustment in 2024 to address increases in the cost of living affecting KCFFU Union members;

WHEREAS, in accordance with the Agreement, representatives of County and KCFFU Civilian Non-Safety jointly propose the following changes to the current Agreement.

NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

1. The parties agree that Article XI, Salaries, Subsection B.1, shall include the following language:
 - B. The County agrees to reopen negotiations for an additional COLA only that could take effect the first pay period following July 1, 2024 and July 1, 2025. Such negotiations would start no earlier than January 1, 2024 and January 1, 2025 respectively.
 1. Employees covered by this MOU shall receive an additional COLA of two percent (2.0%) of their base salary, which is represented in salary range of 0.4 for each covered classification. This additional COLA shall take effect the pay period beginning July 13, 2024.
2. Except as amended herein, each and every term of the Agreement shall remain in full force and effect.

KCFFU CIVILIAN NON-SAFETY:




Dave Nelson
President, KCFFU


COUNTY OF KERN:



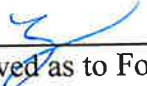
Chairman, Board of Supervisors



Elsa Martinez
Interim County Administrative Officer



Tracey Eldridge
Chief Human Resources Officer



Approved as to Form
Kate Zimmermann
Deputy County Counsel