Side Letter Agreement No. 3 Between the County of Kern And

Kern County
Agt. # 450 - 2023

The Kern County Detention Officers' Association

This Side Letter Agreement ("Agreement"), entered on _______ 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 the following:

- 1. The parties have previously agreed to and executed the County and KCDOA Memorandum of Understanding ("MOU") (Agreement #688-2021, dated November 9, 2021) that covers terms and conditions of employment for represented employees.
- 2. The Parties agree to the new hybrid work schedule as detailed in Attachment A.
- 3. Overtime holdovers or early call-ins will now be based on department need utilizing seniority on a rotational basis as the primary selection criteria.
- 4. This Agreement shall be effective July 15, 2023.
- 5. Except as specifically provided herein, all provisions, terms, and conditions in the current or successor MOU between County and KCDOA, 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.
- 6. 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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KCDOA:

Brian Andrews President, KCDOA **COUNTY OF KERN:**

Chairman, Board of Supervisors

Devin Brown

Chief Human Resources Officer

Approved as to Form County Counsel

Attachment A

LERDO PRE-TRIAL SECTION DRAFT SHIFT BID ROSTER

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Attachment A

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