

Kern County

Agt. # 278-2025

Side Letter Agreement No. 1
Between the County of Kern
And

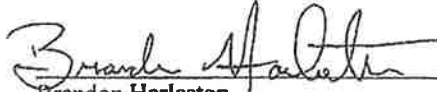
The Kern County Detention Officers' Association

This Side Letter Agreement ("Agreement"), entered on JUN 03 2025 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 #425-2024, dated July 16, 2024) that covers terms and conditions of employment for represented employees.
2. The purpose of this Side Letter is to establish the allocation of new positions within the Medical and Behavioral Health Section of the Kern County Sheriff's Office. The Inmate Stabilization and Assessment Team (ISAT) was formed in October 2020 to address mental health concerns and reduce suicides from Incarcerated Persons (IPs). Funding was later approved by the Board of Supervisors to fund an additional thirteen positions to staff this section, to include Admission Evaluation and Stabilization Center, ISAT, and the Medical and Behavioral Health Liaison.
3. All positions assigned to the Medical and Behavioral Health Section will follow the special selection process and will be recommended by the Medical and Behavioral Health Lieutenant, ISAT Sergeant, and CBH Supervisor, with final approval from the Division Commander.
4. Prior to being assigned to a Medical and Behavioral Health Section position, Sheriff's Detentions Deputies must complete the Standard and Training for Corrections (STC) Academy and the Detentions Training Program. The initial thirteen funded vacancies will be filled with the current detentions STC Academy.
5. Deputies selected for this section must complete the following training within one year of selection, unless an extension is granted by the division commander:
 - a. **Crisis Intervention:** 40 hours
 - b. **ASSIST Suicide Prevention:** 24 hours
 - c. **De-escalation Training:** 8 hours
 - d. **Behavioral Health and Substance Use Disorders (SUDs):** 8 hours
 - e. **First Aid for Behavioral Health Workers:** 8 hours
 - f. Any additional training identified by Kern Behavioral Health and Recovery Services
6. To ensure proper succession training is provided and to avoid complete unit turnover, the start of this program will have a four-year cap for the ISAT Sergeant position and the seven ISAT Detention's Deputy positions. After the initial four-year period has lapsed, these positions will have a three-year cap.
7. This Agreement shall be effective following the date of approval and execution of this Agreement by the Board of Supervisors.
8. 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.
9. 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:

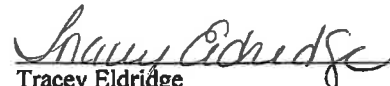


Brandon Harleston
President, KCDOA

COUNTY OF KERN:



Chairman, Board of Supervisors



Tracey Eldridge
Chief Human Resources Officer



Approved as to Form
County Counsel