

**Amendment No. 3 to  
Side Letter Agreement  
Between the County of Kern  
and  
Kern Law Enforcement Association**

Kern County

Agt. # 492-2025

This Amendment No. 3 to Side Letter Agreement #521-2020 between COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and KERN LAW ENFORCEMENT ASSOCIATION (hereafter "KLEA"), (hereafter collectively referred to as "the Parties") after having met and conferred in good faith, mutually agree to changes in terms and conditions of employment as follows:

1. The Parties have previously agreed to and executed the Memorandum of Understanding (Agreement #687-2021 dated November 9, 2021) that covers terms and conditions of employment for represented employees.
2. The Parties met and conferred in good faith to address continued challenges related to recruitment of Deputy Sheriff Personnel and agreed to Side Letter Agreement #521-2020 providing a \$25,000 non-pensionable recruitment bonus for all new Kern County employees laterally appointed into the Deputy Sheriff classification and expiring June 30, 2022.
3. The Parties amended Side Letter Agreement #521-2020 with Amendment No. 1 dated March 29, 2022, which extended the expiration date through June 30, 2025, and provided a \$5,000 relocation stipend.
4. The Parties amended Side Letter Agreement #521-2020 with Amendment No. 2 dated December 13, 2022, which included additional modifications to the amortization schedule.
5. The Parties have since met and conferred in good faith to further amend Side Letter Agreement #521-2020 by extending the expiration date from June 30, 2025, to June 30, 2026, effective retroactively to June 30, 2025. The Sheriff's Office expressed a desire to further extend this Side Letter to continue assisting in filling vital vacancies with the Deputy Sheriff classification.
6. Except as specifically provided herein, all provisions, terms, and conditions in the current or successor Memorandum of Understanding between the County and KLEA shall remain in full force and effect. If any specific provisions, 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.

7. 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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**KLEA:**



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Jeff Colbert  
President, KLEA

**COUNTY OF KERN:**




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Chairwoman  
Board of Supervisors    **SEP 23 2025**



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Tracey Eldridge  
Chief Human Resources Officer



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Approved as to Form  
Deputy County Counsel