

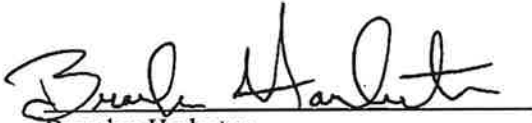
**Side Letter Agreement No. 2
Between the County of Kern
And
The Kern County Detention Officers' Association**

This Side Letter Agreement ("Agreement"), entered on OCT 21 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 parties agree to add availability pay for the Sheriff's Max-Med Federal Liaison position into the MOU. The classification assigned to this position is Sheriff's Detentions Sergeant. This position frequently responds to situations related to classifying federal arrestees and inmates in addition to handling federal bookings, hospital transports, federal releases, and agency coordination and communication from multiple agencies.
3. The Max-Med Federal Liaison is required to wear a communication device to ensure availability for urgent situations. The Sheriff's Office shall not impose conditions that effectively place the employee on standby, as defined in Article V, Section 6 A, unless the department head explicitly designates the employee as on standby. As compensation for availability, employees assigned to the Max-Med Federal Liaison position shall receive a biweekly allowance equal to five percent (5%) of their biweekly base salary. This availability pay is limited to employees serving in the capacity of Federal Liaison.
4. This Agreement shall be effective following the date of approval and execution of this Agreement by the Board of Supervisors.
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.

The remainder of this page is intentionally left blank

KCDOA:



Brandon Harleston
President, KCDOA

COUNTY OF KERN:



Chairwoman,
Board of Supervisors **LETICIA PEREZ**



Tracey Eldridge
Chief Human Resources Officer



Approved as to Form
County Counsel