

**AMENDMENT NO. 4 TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF KERN
AND
KERN COUNTY FIRE FIGHTERS' UNION, IAAF LOCAL 1301
FOR BARGAINING UNITS F, 7**

Kern County
Agt. # 1043-2025

This Amendment No. 4 (“**Amendment No. 4**”) to the Memorandum of Understanding between the County of Kern and Kern County Fire Fighters Union for Bargaining Units F and 7, is made and entered into on December 16, 2025, (“**Effective Date**”) between the COUNTY OF KERN (“**County**”), a political subdivision of the State of California, and Kern County Fire Fighters Union (“**KCFFU**”), after having met and conferred in good faith;

WITNESSETH:

WHEREAS, County and KCFFU entered into a Memorandum of Understanding (Kern County Agt. No. 545-2023) (“**MOU**”), effective from September 26, 2023, through June 30, 2026; and

WHEREAS, Amendment No. 1 to the MOU, (Agt. No. 284-2024), was approved on April 9, 2024, and amended Article X, subsection 3 of the MOU; and

WHEREAS, Amendment No. 2 to the MOU, (Agt. No. 285-2024), was approved on June 4, 2024, and amended Article X, subsection E.1 of the MOU; and

WHEREAS, Amendment No. 3 to the MOU, (Agt. No. pending), was approved on December 16, 2025, and approved the transfer of California City employees to County employment; and

WHEREAS, County and KCFFU agreed jointly to update Article X of the MOU by including Firefighter Recruit – Overhires, Wildland Firefighter – C, Supervising Fire Aviation Specialist, Supervising Fire Aviation Specialist – C, Supervising Fire Investigator, Supervising Fire Investigator – C, Supervising Fire Handcrew Specialist, and Supervising Fire Handcrew Specialist – C classifications to subsection 3 of the MOU; and

WHEREAS, County and KCFFU have met and conferred to amend Section XXXII, the existing Staffing Resource Plan in the current MOU to include:

- (1) Three Fire Heavy Equipment Operators will work in the road yard.
- (2) Station 55 & 54 staffing move effective upon Tejon Casino opening.
- (3) Squad 72 effective no earlier than Tejon Casino opening.
- (4) Corrected Station 21 staffing to represent 4-0.
- (5) Add Cal City Station #89.

WHEREAS, County and KCFFU have met and conferred on the addition of one (1) Firefighter position in selected locations subject to available funding and no changes will be made to the Staffing Resource Plan. County will not be required to include the additional position when determining to maintain minimum staffing levels at each station, and will not provide backfill to the additional position(s) created by this Amendment No. 4 for the purpose of scheduling vacation and determining when overtime is required to cover for the position vacancies, absences due to vacation, sick leave, and industrial injury, as well as for emergency activity as defined in Article XXI.

WHEREAS, in accordance with the MOU, representatives of County and KCCFU jointly propose the following changes to the current MOU.

NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

1. The parties agree that Article XXXII, Staffing Resource Plan, shall be amended with the following Staffing Resource Plan.
2. Except as amended herein, each and every term of the MOU shall remain in full force and effect.

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STAFFING RESOURCE PLAN


Station	Division Chief	Battalion Chiefs	Captains	Engineers	Firefighters	Other
Operations	1					
Battalion 1		1				
11 - Keene			1	1	1	
12 - Tehachapi			1	1	1	
13 - Golden Hills			1	1	1	
14 - Mojave			1	1	1	
15 - Rosamond			2	1	2	Safety Squad
16 - Bear Valley			1	1	1	
18 - Stallion Springs			1	1	1	
Battalion 2		1				
21 - Taft (4)			2	2	3	Truck
22 - Maricopa			1	1	1	
23 - Fellows			1	1	1	
24 - McKittrick			1	1	1	
25 - Buttonwillow			1	1	1	
26 - Lost Hills			1	1	1	
Battalion 3		1				
31 - Wasco			1	1	1	
32 - Shafter			1	1	1	
33 - McFarland			1	1	1	
34 - Delano			1	1	1	
35 - Woody			1	1	1	
37 - Delano West			1	1	1	
Battalion 4		1				
41 - Virginia Colony			2	2	3	
42 - Niles			2	1	2	Safety Squad
45 - Edison (1)			1	1	1	3 FHEO
46 - Lamont			1	1	1	
47 - Greenfield			1	1	1	
48 - Arvin			1	1	1	
Battalion 5		1				
53 - Old River			1	1	1	
54 - Tejon Casino (2)			1	1	2	Truck
55 - Tejon Ranch (2)			1	1	1	Truck Move
56 - Lebec			1	1	1	
57 - Frazier Park			1	1	1	
58 - Pine Mountain			1	1	1	
Battalion 6		1				
61 - Norris			1	1	1	
62 - Meadows Field			1	1		
63 - Highland			2	1	2	Safety Squad
64 - Riverview			1	1	1	
65 - Greenacres			2	3	2	
66 - Lando			1	1	1	
67 - Rosedale			1	1	1	
Battalion 7		1				
71 - Southlake			1	1	1	
72 - Lake Isabella (3)			2	1	2	Safety Squad
76 - Kernville			1	1	1	
78 - Piute			1	1	1	
79 - Glennville			1	1	1	
Battalion 8		1				
81 - Ridgecrest Heights			1	1	1	
83 - Inyokern			1	1	1	
84 - Ridgecrest			1	1	1	
85 - Randsburg			1	1	1	
87 - Boron			1	1	1	
89 - Cal City (5)			1	1	1	

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IN WITNESS TO WHICH, each party to this Amendment No. 4 to the current MOU has signed on the date indicated, and agrees for itself, its membership, its employees, officers, partners and successors, to be fully bound by all terms and conditions of this Amendment No. 4.

KCFFU:


COUNTY OF KERN:



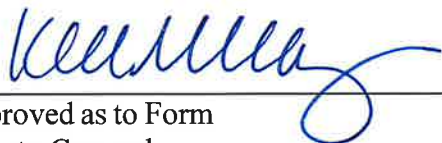
Jesse Waldowski
President, KCFFU



Letecia Perez, Chairperson
Board of Supervisors



Tracey Eldridge
Chief Human Resources Officer



Approved as to Form
County Counsel