

**AMENDMENT NO. 5 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. # 1044-2025

This Amendment No. 5 (“**Amendment No. 5**”) 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 former California City employees to county employment; and,

WHEREAS, Amendment No. 4 to the MOU, (Agt. No. pending), was approved on December 16, 2025, and amended Article X and Article XXXII, of the MOU; and,

WHEREAS, in accordance with the MOU, representatives of County and KCFFU jointly propose the following changes to the current MOU, Article XIX, Benefits, Section F, Retiree Health Premium Supplement Program (RHPSP).

1. Participation in the RHPSP will be discontinued for all KCFFU employees hired on or after the execution of the Amendment No. 5.
2. Employees hired prior to the execution date of this Amendment No. 5 shall have the option to discontinue participation in the RHPSP under the following terms:
 - a. The County shall hold a 90-calendar day opt-out period, beginning January 5, 2026, during which current employees must file the appropriate opt-out form with the Kern County Human Resources Division to discontinue participation in the program.
 - b. A voluntary opt-out from participating in the RHPSP will relieve the employee and employer of the obligation to make payroll deductions to the RHPSP commencing with the first payroll period following receipt of the opt-out form.
 - c. Employees who no longer participate in the RHPSP are ineligible to receive the RHPSP supplement upon retirement.

- d. Employees choosing to opt out of RHPSP are eligible, solely upon retirement from the County, to receive an employer contribution to an individual Retiree Health Reimbursement Arrangement (RHSA) account managed by the County in the following manner:
 - i. The employer contribution is equivalent to the amount the employee has had deducted from his or her pay to RHPSP since payroll period XXX (17 full years, dates TBD upon approval and Board date) the last payroll period deduction.
 - ii. Employees who opt out and retire at or after age 65 will not receive any employer contribution.
 - iii. Employees who opt out are not restricted to enrollment in County medical plans as retirees and may utilize their RHSA for reimbursement of any eligible medical expense associated with any qualified medical plan.
3. Employees hired prior to the execution date of this Amendment No. 5, who do not opt out of the RHPSP, shall continue to participate in the RHPSP under the following terms:
 - a. Employees shall contribute at the contribution rate of 2.31% of base salary.
 - b. Employees hired at age 45 years or older continue to be excluded from RHPSP because of age at time of employment (45 years old and over) they could never receive a benefit.
 - c. Solely upon retirement from the County after age 50 and with a minimum of 20 years of service, employees shall be eligible for a supplement toward County retiree health care premiums in the following amounts:
 - 20 years of service \$639.07 per month
 - 21 years of service \$766.88 per month
 - 22 years of service \$894.70 per month
 - 23 years of service \$1,022.51 per month
 - 24 years of service \$1,150.33 per month
 - 25+ years of service \$1,278.14 per month
 - d. "Years of service" is defined in the plan document.
 - e. Any employee who does not opt and with five or more years of service who retires, or retired, on or after January 1, 1997, due to a service-connected disability pursuant to the County Employees' Retirement Law of 1937 will become eligible for 100% of the available benefit regardless of age. The enhanced benefits shall only apply from July 1, 2000, and thereafter. No retroactive benefits shall be paid.
4. Employees who are ineligible to participate or opt-out of participating in the RHPSP will also be ineligible for the Retiree Stipend Program.


NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

1. The parties agree that Article, XIX, Benefits, Section F, Retiree Health Premium Supplement Program (RHPSP), of the MOU shall be amended.
2. Except as amended herein, each and every term of the Agreement shall remain in full force and effect.


IN WITNESS TO WHICH, each party to this Amendment No. 5 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. 5.
KCFFU: **COUNTY OF KERN:**



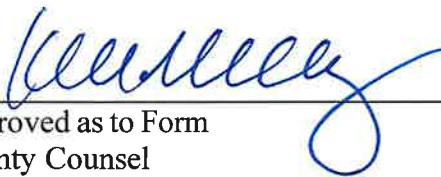
Jesse Waldowski
President, KCFFU



Leticia Perez, Chairperson
Board of Supervisors



Tracey Eldridge
Chief Human Resources Officer



Approved as to Form
County Counsel