

**AMENDMENT NO. 2 TO THE  
MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COUNTY OF KERN  
AND  
KERN COUNTY FIRE FIGHTERS UNION CIVILIAN NON-SAFETY  
FOR BARGAINING UNIT 0**

This Amendment No. 2 to the Agreement between the County of Kern and Kern County Fire Fighters Union Civilian for Bargaining Unit 0, entered on JUN 24 2025, between the COUNTY OF KERN (hereafter "County"), a political subdivision of the State of California, and Kern County Fire Fighters Union Civilian (hereafter "KCFFU Civilian Non-Safety"), after having met and conferred in good faith;

WITNESSETH:

WHEREAS, the County and KCFFU Civilian Non-Safety entered into a Memorandum of Understanding (Kern County Agt. 032-2024 (hereafter "MOU") effective from January 23, 2024, through June 30, 2026; and

WHEREAS, County and KCFFU Civilian Non-Safety amended the MOU on June 4, 2024, to provide a 2.0% COLA to the employees covered in this MOU effective the pay period beginning July 13, 2024;

WHEREAS, County and KCFFU Civilian Non-Safety met and conferred in good faith over amending the MOU to include Paramedic Pay for department-designated Paramedic Preceptors within this MOU to Article XX, Section 3;

WHEREAS, in accordance with the Agreement, representatives of County and KCFFU Civilian Non-Safety jointly propose the following changes to the current Agreement.

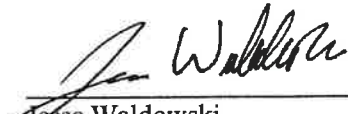
**NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:**

1. The parties agree that Article XX, Section 3, shall include the following language:

Section 3. Paramedic Pay


- A. To provide the highest level of training possible, the County will pay department-designated Paramedic Preceptors five percent (5%) of their base salary. This designation will be at the discretion of the Fire Chief. Paramedic Preceptors will be required to meet all requirements for Paramedic Preceptor as outlined in the Kern County Accreditation of EMS Personnel Policy and have documented and maintained the minimum required ten (10) ALS contacts each calendar year as defined under the paramedic designation.
  - B. Failure to maintain the minimum ten (10) ALS contacts each calendar year will result in the loss of the designation. Notwithstanding, the Fire Chief reserves the right to waive this requirement under special circumstances to maintain the efficacy of the paramedic program.
  - C. Incentives are singular and shall not be combined.
2. Except as amended herein, each and every term of the Agreement shall remain in full force and effect.

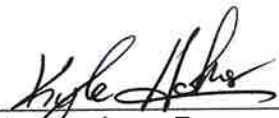
**KCFFU Civilian Non-Safety:**

  
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Jesse Waldowski  
President, Local 1301

**County of Kern:**

  
\_\_\_\_\_  
Chairman, Board of Supervisors  
**LETICIA PEREZ**

  
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Tracey A. Eldridge  
Chief Human Resources Officer

  
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Approved as to Form  
County Counsel